

授業科目名(英文名) / Course title	経営学特論				
担当教員(所属) / Instructor	馬 駿(経済学部経営学科)				
授業科目区分 / Category	専門教育科目 グローバルSDGs専門科目				
地域課題解決型人材育成プログラム科目 / COC+Course	-	授業種別 / Type of class	講義科目		
開講学期曜限 / Period	2022年度 / Academic Year 第2ターム / Term 2 火/Tue 3	対象所属 / Eligible Faculty	持続可能社会創成学環(修士課程) グローバルSDGsプログラム / Graduate School of Sustainability Studies Graduate Program in Global Sustainability Science		
時間割コード / Registration Code	D43306	対象学年 / Eligible grade	1年	単位数 / Credits	1単位
ナンバリングコード / Numbering Code					
連絡先(研究室、電話番号、電子メールなど) / Contact					
オフィスアワー(自由質問時間) / Office hours					
Moodleコース統合時間割コード / Moodle course join Registration Code	D43306				
Moodleコース登録教員名 / Moodle course registered Instructor					
MoodleコースURL / Moodle course URL	https://lms.u-toyama.ac.jp/course/view.php?idnumber=2022_D43306				
各種教育プログラム1 / Various Educational programs1					
各種教育プログラム2 / Various Educational programs2					
各種教育プログラム3 / Various Educational programs3					
各種教育プログラム4 / Various Educational programs4					
各種教育プログラム5 / Various Educational programs5					
リアルタイム・アドバイス / Real-time advice	更新日				
Guidance for this class will be provided in the first session.					
授業のねらいとカリキュラム上の位置付け(一般学修目標) / Course Objectives	教育目標 / Educational Goals				
<p>In the latter half of the 20th century, many Japanese companies attracted worldwide attention. In particular, they demonstrated strong international competitiveness on the strength of their Monozukuri (manufacturing). The important factors behind this strong competitiveness were the organizational capabilities, knowledge creation, and integrative competence of Japanese companies. Since the start of the 21st century, however, the international competitiveness of Japanese companies has declined significantly. Why have Japanese firms fallen into this situation?</p> <p>The purpose of this class is to understand the theories of corporate strategy, organizational management, human resource management, and the relationships among them. Students will also learn about building the sustainable competitiveness of companies through discussions based on an awareness of the above issues.</p>					
達成目標 / Course Goals					
<p>The goal of this class is to give students a correct grasp of the following three topics:</p> <ol style="list-style-type: none"> 1. Basic theories of strategy, organization and human resource management 2. Relationship between strategy and organizational/human resource management 3. Relationship between dynamic capabilities and human resource management in a company 					
授業計画(授業の形式、スケジュール等) / Class schedule					

<p>This class will be conducted in a mixture of lectures and case studies. In the first half, students will study basic knowledge about business organizations and human resource management. The second half is a discussion of the latest topics in the field of organizational and human resource management.</p> <p>Specifically, the class will proceed as follows:</p> <p>Session 1: Relationship between corporate strategy and human resource management</p> <p>Session 2: Case Study (1)</p> <p>Session 3: Relationship between organizational strategies and human resource management</p> <p>Session 4: Case Study (2)</p> <p>Session 5: Incentive mechanisms</p> <p>Session 6: Case Study (3)</p> <p>Session 7: Summary: Relationship between dynamic capabilities and human resource management</p>	
<p>授業時間外学修（事前・事後学修） / Independent Study Outside of Class</p>	
<p>Class participation requires reading the materials specified or distributed before the class. In addition, reports will be regularly assigned. Failure to submit reports may result in denial of permission to participate in class. Students should study about two hours before the class and about three hours after the class.</p>	
キーワード / Keywords	Economics of organization and human resources, Organizational capabilities, Transactional relationships, Knowledge creation, Innovation, Incentives
履修上の注意 / Notices	<ol style="list-style-type: none"> 1. Prepare to discuss the class content before class. 2. Actively participate in class discussions.
<p>教科書 / Required Text</p>	
<p>Economics of strategy / David Besanko ... [e... Wiley Custom, c2017<<a 1119378761">"="" href="https://opac.lib.u-toyama.ac.jp/opc/xc/search/%2A?os[isbn]=">https://opac.lib.u-toyama.ac.jp/opc/xc/search/%2A?os[isbn]="1119378761">, Paul Milgrom and John Roberts, Economics, Organization & Management, Prentice hall, Inc., 1992.</p>	
<p>参考書 / Required Materials</p>	
教科書・参考書に関するその他通信欄	<p>参考図書/Reference Books :</p> <p>In English</p> <ol style="list-style-type: none"> (1) David Besanko, etc., Economics of Strategy, 7 Edition, Wiley Custom, 2017 (2) Paul Milgrom and John Roberts, Economics, Organization & Management, Prentice hall, Inc., 1992. <p>In Japanese</p> <ol style="list-style-type: none"> (1) 奥村昭博・大林厚臣訳『戦略の経済学』（原書: David Besanko, etc., Economics of Strategy, 第2版の翻訳版），ダイヤモンド社。 (2) 江口匡太著『キャリア・リスクの経済学』 生産性出版，2010年。 (3) 奥野正寛他訳『組織の経済学』（原書：Paul Milgrom and John Roberts, Economics, Organization & Management），NTT出版，1997年。 (4) 藤本隆宏・新宅純二郎編著『日本のものづくりの底力』東洋経済新報社，2015。
成績評価の方法 / Evaluation	<p>Contribution to class discussions (50%) + Report (50%)</p> <p>The following criteria will be used to assess student performance:</p> <ol style="list-style-type: none"> (1) Correct understanding of the assigned topic (2) Ability to correctly explain relevant theories, etc. (3) Logical explanation of ideas related to the issue (4) Use of proper methods to verify ideas using case studies and data <p>Note: One unexcused absence may result in a failing grade.</p>
関連科目 / Related course	経営学特論 / Special Study of Management I
リンク先URL / URL of syllabus or other information	
備考 / Notes	

授業追加情報 / Course add information

使用言語 / Language	日本語, English
アクティブ・ラーニングの実施 / Active learning	実施あり
アクティブラーニングの実施内容 / Contents of Active learning	Case Study
実務経験教員科目 / Work Experience teacher's subjects	
データサイエンス科目 / Data Science subjects	
他学部・他研究科等学生の履修可否 /	registrable