

授業科目名(英文名) / Course title	組織と人材のマネジメントゼミナール				
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	演習科目		
開講学期曜限 / Period	2022年度 / Academic Year 第2ターム / Term 2 水/Wed 6	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	D43347	対象学年 / Eligible grade	1年 ,2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	D43347				
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_D43347				
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				
The aim of this seminar is two-fold: (1) To learn about academic writing, not only technical knowledge, by reading articles on the management of organizations and human resources. (2) To gain the ability to build a system for employee development and incentives through case studies.					
達成目標 / Course Goals					
This seminar aims to improve the following abilities: (1) To properly write academic papers (2) To develop a framework for organizational and human resource management using theory of economics and business administration					
授業計画(授業の形式、スケジュール等) / Class schedule					

<p>The seminar consists of literature review and case studies. The first half of the seminar will study the management systems of organization and human resources through case studies, and in the second half, students will learn theories of organization and human resource management through reading the relevant literature.</p> <p>The following course plan has been set:</p> <p>Session 1: Case Study: Strategy and Organizational Management</p> <p>Session 2: Case Study: Corporate Product Development Organization and Human Resource Management</p> <p>Session 3: Case Study: Building Dynamic Capability</p> <p>Session 4: Literature Study: Incentive Systems in Organizations</p> <p>Session 5: Literature Review: Business Organization and Middle Management</p> <p>Session 6: Literature Review: International Comparative Study on Product Development and Human Resource Management (1)</p> <p>Session 7: Literature Review: International Comparative Study on Product Development and Human Resource Management (2)</p> <p>Session 8: Reporting on participants' research topics and progress and Summary</p>	
<p>授業時間外学修（事前・事後学修） / Independent Study Outside of Class</p>	
<p>Participants are required to carefully read the materials and submit a report before participating in each class (about 3 hours of pre-class study and about 3 hours of post-class study).</p>	
キーワード / Keywords	Organizational management, Human resource management, Incentive, Coordination, Internal labor market, Ability-based grade system, Job grade system
履修上の注意 / Notices	Actively voice opinions in the seminar session. Submit the assigned report.
<p>教科書 / Required Text</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> <p>(1) Paul Milgrom and John Roberts, Economics, Organization & Management, Prentice hall, Inc., 1992.</p> <p>(2) David Besanko, et. al, Economics of Strategy, 7 Edition, Wiley Custom, 2017.</p> <p>(3) Edward P. Lazear, Michael Gibbs, Personnel Economics in Practice, John Wiley & Sons, Nov 3, 2014.</p> <p>日本語 :</p> <p>(1) 江口匡太著『キャリア・リスクの経済学』 生産性出版, 2010年。</p> <p>(2) 奥野正寛他訳『組織の経済学』NTT出版, 1997年。</p> <p>(3) 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。</p> <p>(4) 今野浩一郎・佐藤博樹著『人事管理入門』日本経済新聞社, 第2版, 2009。</p>
成績評価の方法 / Evaluation	<p>Presentation (30%) + contributions to discussion (40%) + report (30%). Assessment criteria:</p> <ul style="list-style-type: none"> - Presentation : The content of the previously prepared summary and the clarity of the presentation - Discussion: The frequency and quality of input to the in-class discourse - Report: The level of understanding the literature and cases as well as the logic of the student's ideas <p>Note: One unexcused absence may result in a failing grade.</p>
関連科目 / Related course	経営学特論、経営学特論、組織と人材のマネジメントゼミナール / Special Study of Management I, Special Study of Management II, Seminar for Management of Organization and Human Resources 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