

授業科目名(英文名) / Course title	人材開発政策ゼミナール				
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3ターム / Term 3 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	D43348	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					
Moodleコース登録教員名 / Moodle course registered Instructor					
MoodleコースURL / Moodle course URL					
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 understand the basic theory of human resource development and incentives (2) To gain the ability, through case studies, to build a system for human resource development					
達成目標 / Course Goals					
Students will gain the following abilities: (1) To build a system of human resource development using current theories in this field (2) To analyze the effectiveness of human resource development					
授業計画(授業の形式、スケジュール等) / Class schedule					
This seminar consists of a literature review and case studies. In the first half of the seminar students will study theories related to human resource development, and in the second half they will learn through case studies about making human resource development policies. The following plan of study is set. Session 1: Human capital theory Session 2: Incentive theory Session 3: International comparison of human resource development systems Session 4: Case Study: Corporate Product Development and Human Resource Development Session 5: Case Study: Human Resource Development and Incentives Session 6: Case Study: Human Resource Development and Human Resource Management Session 7: Issues in human resource development policy Session 8: Concluding remarks					

授業時間外学修（事前・事後学修） / Independent Study Outside of Class	
Participants are required to carefully read the materials and submit a report before participating in the class sessions . In addition, each session requires about 3 hours of pre-class study and about 3 hours of post-class study.	
キーワード / Keywords	Human capital, Skill development, On-the-job training, Off-the-job training, Incentives, External labor market, Internal corporate labor market
履修上の注意 / Notices	Relevant literature, case studies, and other materials necessary for discussion will be distributed at least one week before the seminar session.
教科書 / Required Text	
参考書 / Required Materials	
Neal E. Chalofsky, Tonette S. Rocco and Michael Lane Morris Editors, Handbook of Human Resource Development, Wiley, 2014.< <a 9781118454022"&gt;"="" 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]="9781118454022"&gt;</a>	
教科書・参考書に関するその他通信欄	Relevant literature, case studies, and other materials necessary for discussion will be distributed at least one week before the seminar session.  Reference Books: Neal E. Chalofsky, Tonette S. Rocco and Michael Lane Morris Editors, Handbook of Human Resource Development, Wiley, 2014.
成績評価の方法 / Evaluation	Presentation (30%) + contributions to discussion (40%) + report (30%). Assessment criteria: - 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 Note: One unexcused absence may result in a failing grade.
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 、 組織と人材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 resource I, Seminar for Management of Organization and Human resource II
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