

1. Objectives and Learning Outcomes of the Program

The construction and talent cultivation of the Human Resources Management major follow the 14th Five-Year development plan of the school and the college, closely aligning with the new demands of organizational and talent development in the digital economy era. It builds a modern curriculum system integrating management, psychology, law and information science to cultivate strategic human resources professionals who can drive the talent advantages of the organization.

1.1.1 Objectives

This major aims to cultivate well-rounded individuals in terms of morality, intelligence, physical fitness, esthetics, and labor, who can adapt to the national strategy of strengthening the country through talent and the needs of regional economic development. Students will have a solid theoretical foundation in multiple disciplines such as management, economics, law, and psychology, and systematically master the professional knowledge and practical skills of modern human resource management. Applied and compound senior specialized talents who can engage in human resource planning, recruitment and allocation, training and development, performance management, salary and welfare management, employee relations management and other work in various organizations.

The Objectives that graduates should achieve after 5 years of graduation are as follows:

Objective 1: Possess good professional ethics and social responsibility, practice socialist core values, be dedicated to their jobs, and be able to serve enterprises, institutions, government departments, etc., to enhance the organizational performance level and achieve long-term sustainable development.

Objective 2: Systematically master the basic theories and knowledge of modern human resources management, possess critical thinking and innovation capabilities, and be able to apply the professional theories and technical methods of human resources management to effectively solve the challenges in the management of enterprises, government departments, and human resource service institutions in the fields of organizational design, job analysis, human resources planning, recruitment

and talent assessment, training and development, performance management, compensation and benefits, and employee relationship management, thereby improving the operational level of human resources management and promoting sustainable development.

Objective 3: Have an innovative spirit, be able to proficiently use digital tools such as big data, cloud computing, and artificial intelligence, carry out human resources management and operation activities, and solve complex human resources management problems, and promote the optimization and innovation of human resources management.

Objective 4: Have strong abilities in knowledge acquisition and reconfiguration, innovative practice, and team communication and collaboration within the professional field, and be able to adapt to the digital operation management environment of enterprises, government departments, and human resources service institutions, and assume the role of a key member or leader in the work team.

Objective 5: Have a global perspective and the awareness, knowledge, and ability to adapt to globalization, understand the global trends of human resources management, be able to master new human resources management knowledge and skills through on-the-job training, self-study, etc., enhancing professional development capabilities, and expand new career development opportunities.

1.1.2 Learning Outcomes or Graduation Requirements

The expected learning outcomes or graduation requirements of the major are as follows:

R1. Professional Knowledge: Be able to apply the basic knowledge of management, economics, psychology, law, and behavioral science to identify and solve complex human resource management problems in organizations.

R2. Problem Analysis: Be capable of using the fundamental principles of human resource management and qualitative and quantitative research methods to identify, diagnose, and analyze complex problems in various aspects of talent management within organizations. Combine literature research and practical data to draw effective conclusions.

R3. Solution Design: Be able to design systematic and innovative human resource management plans, systems, or processes (such as recruitment systems, compensation plans, performance improvement plans, etc.) for complex organizational and human resource issues, and consider factors such as legality, fairness, employee motivation, organizational culture, and cost-effectiveness during the design process.

R4. Research Skills: Be able to conduct research on human resource management issues based on scientific principles and using standardized methods (such as questionnaire design, interviews, data analysis), including data collection, processing, analysis, and interpretation. Through information synthesis, reach reasonable and effective conclusions to support management decisions.

R5. Use of Modern Tools: Be capable of selecting and using appropriate information technology tools, human resource data analysis software, and digital platforms to conduct data mining, modeling analysis, process optimization, and decision support for human resource management issues, and understand their limitations.

R6. Law and Society: Be able to evaluate the impact of human resource management systems, practices, and complex problem solutions on internal labor relations, employee rights, social harmony, safety, and health within organizations based on relevant background knowledge and national labor laws, regulations, and policies, and understand the social and legal responsibilities that should be borne.

R7. Environment and Sustainable Development: Be able to understand and evaluate the impact of human resource management and practices on organizational sustainable development (including talent pipeline construction, employer brand, corporate culture, social reputation, etc.).

R8. Professional Ethics: Possess humanistic and social science literacy and a sense of social responsibility, and be able to understand and abide by professional ethics and norms in human resource management practices, adhere to the principles of fairness, impartiality, and confidentiality, and fulfill responsibilities.

R9. Individual and Team: Be able to take on the roles of individual, team

member, and leader in multi-department and multi-background teams when solving complex human resource management and organizational development problems.

R10. Communication: Be able to effectively communicate and exchange with management, business departments, employees, and the public on complex human resource management issues, including writing management systems, analysis reports, and proposal documents, making clear statements and presentations, and conducting negotiations. Have a certain international perspective and be able to communicate and exchange in a cross-cultural context.

R11. Project Management: Understand and master project management principles and economic decision-making methods, and be able to effectively apply them in the planning, implementation, and evaluation of human resource projects such as campus recruitment, training system construction, and e-HR system launch.

R12. Lifelong Learning: Have the awareness of autonomous and lifelong learning, and be able to continuously pay attention to the latest developments in human resource management theory and practice, and keep learning to adapt to organizational changes and industry development needs.