1. **八、经典阅读书目及期刊目录**
2. **（一）基础管理类书目：**

* **通识类**

1. 《激荡三十年：中国企业1978-2008》：吴晓波，中信出版社，2014
2. 《遇见未知的自己》：张德芬，湖南文艺出版社，2008
3. 《人类简史 从动物到上帝》，（以色列）尤瓦尔·赫拉利，中信出版社，2014
4. 《21世纪资本论》：（法）托马斯·皮凯蒂 ，中信出版社，2014

* **管理学类：**

1. 《管理学：原理与实践》：（美）斯蒂芬 P.罗宾斯，玛丽·库尔特 ，机械工业出版社，2015
2. 《卓有成效管理者的实践》：德鲁克，上海译文出版社，2006
3. 《管理的实践》：德鲁克，机械工业出版社，2006年
4. 《管理：使命、责任、实务》：德鲁克，机械工业出版社，2013年
5. 《认识商业》：威廉·尼科尔斯等，世界图书出版公司，2009年
6. 《管理经济学》：麦圭根等，机械工业出版社，2013年
7. 《看得见的手：美国企业的管理革命》：小艾尔弗雷德·钱德勒，商务印书馆，2014年
8. 《创新与企业家精神》：德鲁克，机械工业出版社，2009年

* **战略类：**

1. 《孙子兵法》：孙武，中华书局，2011年
2. 《公司战略：企业的资源与范围》：科利斯等，东北财经大学出版社，2005年
3. 《金融市场与公司战略》：MarkGrinblatt、Sheridan Titman，清华大学出版社，2003年
4. 《BCG视野：战略思维的艺术》：御立尚资，电子工业出版社，2008年
5. 《企业生命周期》：伊查克·麦迪思，中国社会科学出版社，1997年
6. 《发现商业模式》：魏炜、朱武祥，机械工业出版社，2009年
7. 《发现利润区》：斯莱沃斯基等，中信出版社，2014年
8. 《长尾理论》：克里斯·安德森，中信出版集团，2015年
9. 《聚焦：决定你企业的未来》：里斯，机械工业出版社，2014年
10. 《隐形冠军：未来全球化的先锋》：赫尔曼·西蒙，机械工业出版社，2015年
11. 《创业学》：罗伯特·赫里斯、迈克尔·彼得斯，清华大学出版社，2004年
12. 《竞争战略》：迈克尔·波特 著，陈丽芳 译，中信出版社，2014
13. 《跨国并购：驱动、风险与规制》：叶建木，经济管理出版社，2012

* **组织类**

1. 《卓有成效的组织管理》：（美）彼得·德鲁克，[日] [上田惇生](http://book.jd.com/writer/%E4%B8%8A%E7%94%B0%E6%83%87%E7%94%9F_1.html) 编；[杨剑](http://book.jd.com/writer/%E6%9D%A8%E5%89%91_1.html" \t "_blank) 译，机械工业出版社，2014-07-01
2. 《卓有成效的组织》（珍藏版）  [加] [明茨伯格](http://book.jd.com/writer/%E6%98%8E%E8%8C%A8%E4%BC%AF%E6%A0%BC_1.html) 著；[魏青江](http://book.jd.com/writer/%E9%AD%8F%E9%9D%92%E6%B1%9F_1.html" \t "_blank) 译，中国人民大学出版社，2012
3. 《组织生态学》[美] [迈克尔·汉南](http://book.jd.com/writer/%E8%BF%88%E5%85%8B%E5%B0%94%C2%B7%E6%B1%89%E5%8D%97_1.html) 等 著；[彭璧玉](http://book.jd.com/writer/%E5%BD%AD%E7%92%A7%E7%8E%89_1.html)，[李煕译](http://book.jd.com/writer/%E6%9D%8E%E7%85%95%E8%AF%91_1.html) 译，科学出版社，2014
4. 《组织行为学精要》：(美)斯蒂芬P.罗宾斯，机械工业出版社，2014
5. 《组织设计：寻找实现组织价值的规律》：李书玲，机械工业出版社,2016
6. 《我在通用汽车的岁月》：小艾尔弗雷德·斯隆，华夏出版社，2014年
7. 《笑着离开惠普》：高建华，商务印书馆，2006年
8. 《高效能人士的七个习惯》：[史蒂芬·柯维](http://book.jd.com/writer/史蒂芬·柯维_1.html)，中国青年出版社，2015
9. 《第五项修炼：学习型组织的艺术与实践》：彼得·圣吉，中信出版社，2009

* **研究方法类**

1. 《IACMR组织与管理研究方法系列：组织与管理研究的实证方法》（第2版），陈晓萍等 编，北京大学出版社，2012。
2. 《组织与管理研究的定性方法  [Using Qualitative Methods in Organizational Research]》，[美] [托马斯·W.李](http://book.jd.com/writer/%E6%89%98%E9%A9%AC%E6%96%AF%C2%B7W.%E6%9D%8E_1.html)（[Thomas W. Lee](http://book.jd.com/writer/Thomas%20W.%20Lee_1.html)） 著；[吕力](http://book.jd.com/writer/%E5%90%95%E5%8A%9B_1.html" \t "_blank) 译，北京大学出版社，2014

**（二）人力资源书目：**

* **基础人力资源类**

1. [Human Resource Management] [美] [加里·德斯勒](http://book.jd.com/writer/%E5%8A%A0%E9%87%8C%C2%B7%E5%BE%B7%E6%96%AF%E5%8B%92_1.html)（[Gary Dessler](http://book.jd.com/writer/Gary%20Dessler_1.html)） 著；[刘昕](http://book.jd.com/writer/%E5%88%98%E6%98%95_1.html" \t "_blank) 译,中国人民大学出版社，2012
2. 《华为的人力资源管理》（实战版），[张继辰](http://book.jd.com/writer/%E5%BC%A0%E7%BB%A7%E8%BE%B0_1.html)，[文丽颜](http://book.jd.com/writer/%E6%96%87%E4%B8%BD%E9%A2%9C_1.html) 著,  [海天出版社](http://book.jd.com/publish/%E6%B5%B7%E5%A4%A9%E5%87%BA%E7%89%88%E7%A4%BE_1.html),2015
3. 《基于能力的人力资源管理》 彭剑锋,饶征， 中国人民大学出版社,2003
4. 《战略人力资源管理：理论、实践与前沿》，彭剑锋编，中国人民大学出版社，2014
5. Stewart, Greg L; Brown, Kenneth G, Human Resource Management: Linking Strategy to Practice 1st Edition, Wiley; 1 edition, 2008
6. Philips, Jean M.; Gully M. Stan, Strategic Staffing,3rd, Edition, Pearson, 2014.
7. Noe, Raymond, Employee Training & Development, 6th Edition, McGraw-Hill Education; 6 edition, 2012
8. [Cording, Vincent E.,Training Management - The Six Stage Model: how to effectively train employees，CreateSpace Independent Publishing Platform,2014](https://www.amazon.com/Training-Management-Stage-effectively-employees/dp/1493624237/ref=sr_1_2?ie=UTF8&qid=1495107723&sr=8-2&keywords=training+management" \o "Training Management - The Six Stage Model: how to effectively train employees)
9. [Aguinis, Herman, Performance Management (3rd Edition), Pearson, 2012](https://www.amazon.com/Training-Management-Stage-effectively-employees/dp/1493624237/ref=sr_1_2?ie=UTF8&qid=1495107723&sr=8-2&keywords=training+management" \o "Training Management - The Six Stage Model: how to effectively train employees)
10. Martocchio, Joseph J., Strategic Compensation: A Human Resource Management Approach (9th Edition),Pearson,2016
11. Milkovich , George; Newman, Jerry; Herhart Barry, Compensation (Irwin Management) 11th Edition, McGraw-Hill Education; 11 edition,2013
12. Milkovich, George T., Gerhart, Barry, Cases in Compensation, n/a; 11th edition, (2013)
13. Rotwell, William J; Jackson, Robert D., Career Planning and Succession Management: Developing Your Organization's Talent―for Today and Tomorrow, 2nd Edition，Praeger,2015
14. 《人力资源管理沙盘模拟实训课程》，蒋定福，首都经贸大学出版社，2014
15. 《战略人力资源管理：理论、实践与前沿》：彭剑锋，中国人民大学出版社，2014
16. 《理解职业生涯－九种你必须了解的职业隐喻》：（新西兰）因克森　著，高中华　译，中国轻工业出版社，2011
17. 《海底捞你学不会》：黄铁鹰，中信出版社，215年
18. 《跨文化管理》：陈晓萍，清华大学出版社，2009

* **国际人力资源管理**

1. [Tarque,Ibaraiz; Briscoe T. Dennis, Schuler; Randall S, International Human Resource Management: Policies and Practices for Multinational Enterprises (Global HRM) 5th Edition,  Routledge; 5 edition ,2015](https://www.amazon.com/Global-Leadership-2e-Research-Development/dp/0415808863/ref=sr_1_3?s=books&ie=UTF8&qid=1495141997&sr=1-3&keywords=Global+leadership" \o "Global Leadership 2e: Research, Practice, and Development (Global HRM))
2. [Mendenhall, Mark E.; Osland, Joyce, Global Leadership 2e: Research, Practice, and Development (Global HRM),Routledge, 2012](https://www.amazon.com/Global-Leadership-2e-Research-Development/dp/0415808863/ref=sr_1_3?s=books&ie=UTF8&qid=1495141997&sr=1-3&keywords=Global+leadership" \o "Global Leadership 2e: Research, Practice, and Development (Global HRM))

* **Expatriation（国际外派管理）**

1. [Herod, Roger, International Assignment Programs: Tackling the Critical Issues (Global HR Management Series) Bklt Edition, Society For Human Resource Management,2010](https://www.amazon.com/Family-Issues-Process-Expatriation-Repatriation/dp/3639036875/ref=sr_1_4?s=books&ie=UTF8&qid=1495152171&sr=1-4&keywords=international+expatriation" \o "Family Issues in the Process of Expatriation and Repatriation: Implications for International Human Resource Management)
2. [Steidl,Iris, Family Issues in the Process of Expatriation and Repatriation: Implications for International Human Resource Management,VDM Verlag,2008](https://www.amazon.com/Family-Issues-Process-Expatriation-Repatriation/dp/3639036875/ref=sr_1_4?s=books&ie=UTF8&qid=1495152171&sr=1-4&keywords=international+expatriation" \o "Family Issues in the Process of Expatriation and Repatriation: Implications for International Human Resource Management)
3. Andresen, Maike, etc, ed., Self-Initiated Expatriation: Individual, Organizational, and National Perspectives (Routledge Studies in International Business and the World Economy) 1st Edition, Rouledge,2012
4. Bond, Marc; Bond, Rita, International Relocation: A Practical Guide to Living & Working Overseas (Special Publication), Amer Assn of Petroleum Geologists; Still in Shrink Wrap edition ,2000

* **International Compensation（国际绩效与薪酬）**

1. Haslberger, Armo,etc., Managing Performance Abroad: A New Model for Understanding Expatriate Adjustment (Routledge Studies in Human Resource Development) 1st Edition，Routledge, 2014
2. [Global Compensation and Benefits: Developing Policies for Local Nationals (Global HR Management Series)，Society For Human Resource Management,2009](https://www.amazon.com/Global-Compensation-Benefits-Developing-Management/dp/158644123X/ref=sr_1_2?s=books&ie=UTF8&qid=1495157489&sr=1-2&keywords=Compensation+global)
3. [Global Compensation: Foundations and Perspectives (Global HRM), Routledge; 1 edition (September 21, 2008)，Society For Human Resource Management,2008](https://www.amazon.com/Global-Compensation-Foundations-Perspectives-HRM/dp/0415775035/ref=sr_1_9?s=books&ie=UTF8&qid=1495157489&sr=1-9&keywords=Compensation+global" \o "Global Compensation: Foundations and Perspectives (Global HRM))

* **Organizational Development and Change(组织发展与变革)**

1. [Anderson, Donald L. Organization Development: The Process of Leading Organizational Change,](https://www.amazon.com/Organization-Development-Process-Leading-Organizational/dp/1506316573/ref=sr_1_1?s=books&ie=UTF8&qid=1495158273&sr=1-1&keywords=organization+development" \o "Organization Development: The Process of Leading Organizational Change)SAGE Publications, Inc; 4 edition ,2016
2. [Mee-Yan, etc. Organization Development: A Practitioner's Guide for OD and HR,](https://www.amazon.com/Organization-Development-Practitioners-Guide-OD/dp/0749470178/ref=sr_1_3?s=books&ie=UTF8&qid=1495158273&sr=1-3&keywords=organization+development" \o "Organization Development: A Practitioner's Guide for OD and HR) Kogan Page; 2nd edition, 2015
3. [Noumair, Debra A, Burke, W. Warner, Organization Development: A Process of Learning and Changing , 3rd Edition , Pearson FT Press,2015](https://www.amazon.com/Organization-Development-Process-Learning-Changing/dp/0133892484/ref=sr_1_9?s=books&ie=UTF8&qid=1495158273&sr=1-9&keywords=organization+development" \o "Organization Development: A Process of Learning and Changing (3rd Edition))
4. Cummings , Thomas G. ,Worley, Christopher G ,Organization Development and Change, 10th Edition, 2014

* **Global Leadership(全球领导力)**

1. [Clark Jay, The Five Principles of Global Leadership: How To Manage The Complexities Of Global Leadership, WestBowPress,2015](https://www.amazon.com/Five-Principles-Global-Leadership-Complexities/dp/1490883010/ref=sr_1_4?s=books&ie=UTF8&qid=1495141997&sr=1-4&keywords=Global+leadership" \o "The Five Principles of Global Leadership: How To Manage The Complexities Of Global Leadership)
2. [Black, J. Stewart; Morrison, Allen,The Global Leadership Challenge， Rouledge, 2014](https://www.amazon.com/Global-Leadership-Challenge-Stewart-Black/dp/0415703409/ref=sr_1_5?s=books&ie=UTF8&qid=1495141997&sr=1-5&keywords=Global+leadership" \o "The Global Leadership Challenge)

* **Employer Brand Management（国际雇主品牌管理）**

1. [Mosley, Richard, Employer Brand Management: Practical Lessons from the World's Leading Employers, Wiley, 2014](https://www.amazon.com/Employer-Brand-Management-Practical-Employers/dp/1118898524/ref=sr_1_1?s=books&ie=UTF8&qid=1495142444&sr=1-1&keywords=employer+brand+management)

* **International Talent Management (国际人才管理)**

1. [Rothwell, William J.,etc., The Talent Management Handbook: Creating a Sustainable Competitive Advantage by Selecting, Developing, and Promoting the Best People (Business Skills and Development) 2](https://www.amazon.com/Career-Planning-Succession-Management-Organizations/dp/1440831661/ref=sr_1_8?s=books&ie=UTF8&qid=1495142722&sr=1-8&keywords=career+management" \o "Career Planning and Succession Management: Developing Your Organization's Talent―for Today and Tomorrow, 2nd Edition)[nd](https://www.amazon.com/Career-Planning-Succession-Management-Organizations/dp/1440831661/ref=sr_1_8?s=books&ie=UTF8&qid=1495142722&sr=1-8&keywords=career+management" \o "Career Planning and Succession Management: Developing Your Organization's Talent―for Today and Tomorrow, 2nd Edition) [Edition, Praeger, 2015](https://www.amazon.com/Career-Planning-Succession-Management-Organizations/dp/1440831661/ref=sr_1_8?s=books&ie=UTF8&qid=1495142722&sr=1-8&keywords=career+management" \o "Career Planning and Succession Management: Developing Your Organization's Talent―for Today and Tomorrow, 2nd Edition)

（三）需要及时关注的网站、期刊、公共微信号等

* **网址**

1. The Society for Human Resource Management (SHRM), https://www.shrm.org/pages/default.aspx
2. The International Association for Human Resource Information Management(IHRIM), http://ihrim.org
3. 中国人力资源开发网：<http://www.chinahrd.net>
4. 中国人力资源管理网：<http://www.hr.com.cn>
5. 等等

* **期刊杂志**

1. 《财富》杂志中文：<http://www.fortunechina.com>
2. 《哈佛商业评论》杂志
3. 《中国人力资源开发》
4. Human Resource Management Journal, by Wiley, <http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1748-8583>
5. The Journal of Human Resources, https://uwpress.wisc.edu/journals/journals/jhr.html
6. [The International Journal of Human Resource Management](http://www.tandfonline.com/rijh20), <http://www.tandfonline.com/toc/rijh20/current>
7. 等等

# 公共微信号

1. 中国人力资源开发研究会
2. 环球人力资源智库

**九、培养目标与毕业要求矩阵图**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **培养目标**  **毕业要求** | 具有社会主义核心价值观以及规范使用语言文字的意识和应用能力 | 具备管理学、经济学、心理学和法学基础 | 掌握现代人力资源管理理论、工具与方法 | 能够在中外资企业、政府机构及非盈利组织从事跨文化人力资源管理工作 | 国际化思维和跨文化交流能力 | 富有创新精神和创新能力 |
| 掌握马克思主义、毛泽东思想和中国特色社会主义理论体系；具有良好的思想品德、社会公德、职业道德和个人修养；具有健康的心理和体魄，以及爱岗敬业、遵纪守法和团结合作的品质 | H | H | M | M | M | M |
| 具有强烈的社会责任感和法律意识, 熟悉有关的方针、政策及法律法规 | H | H | H | H | M | M |
| 系统掌握管理学、经济学、心理学和法学基础知识和人力资源管理专业基础理论, 熟悉人力资源规划、薪酬管理、绩效管理、员工发展管理、员工关系管理、跨文化管理的原理和方法，具有扎实的管理理论基础 | H | M | H | H | H | H |
| 具有分析和解决人力资源管理问题的业务操作能力，具有国际化人力资源管理的思维和跨文化沟通的基本技能 | H | M | H | H | H | H |
| 了解管理学科研究前沿和商界动态；具有宽广的国际视野，熟悉国际惯例，能够在跨文化背景下工作 | H | H | H | H | H | H |
| 具有定量分析和定性分析的能力 | H | M | H | H | H | M |
| 具备较好的语言表达和沟通协调能力 | H | H | M | M | H | M |
| 掌握一门外语，能够熟练运用计算机和办公软件、人力资源管理信息系统从事业务工作 | H | M | M | H | H | H |

注：空格处填入H、M或L，其中H表示高相关性，M表示中相关性，L表示低相关性。

**十、毕业要求与课程体系矩阵图**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **毕业要求**  **课程名称** | 掌握马克思主义、毛泽东思想和中国特色社会主义理论体系；具有良好的思想品德、社会公德、职业道德和个人修养；具有健康的心理和体魄，以及爱岗敬业、遵纪守法和团结合作的品质 | 具有强烈的社会责任感和法律意识, 熟悉有关的方针、政策及法律法规 | 系统掌握管理学、经济学、心理学和法学基础知识和人力资源管理专业基础理论, 熟悉人力资源规划、薪酬管理、绩效管理、员工发展管理、员工关系管理、跨文化管理的原理和方法，具有扎实的管理理论基础 | 具有分析和解决人力资源管理问题的业务操作能力，具有国际化人力资源管理的思维和跨文化沟通的基本技能 | 了解管理学科研究前沿和商界动态；具有宽广的国际视野，熟悉国际惯例，能够在跨文化背景下工作 | 具有定量分析和定性分析的能力 | 具备较好的语言表达和沟通协调能力 | 掌握一门外语，能够熟练运用计算机和办公软件、人力资源管理信息系统从事业务工作 |
| 思想道德修养与法律基础Ideological and Moral Education & Elements of Law | √ | √ |  |  |  |  |  |  |
| 毛泽东思想与中国特色社会主义理论体系概论Introduction to Mao Zedong Thought and Socialism Theoretical System with Chinese Characteristic | √ | √ |  |  |  |  |  |  |
| 马克思主义基本原理Introduction to the basic principles of Marxism | √ | √ |  |  |  |  |  |  |
| 中国近现代史纲要Chinese Modern and Contemporary history | √ | √ |  |  |  |  |  |  |
| 形势与政策  Situation and Policy | √ | √ |  |  | √ |  |  |  |
| 大学生心理健康College Students Mental health Course Description | √ | √ |  |  |  |  |  |  |
| 大学英语综合ⅠCollege Integrated EnglishⅠ | √ |  |  |  | √ |  | √ | √ |
| 大学英语综合ⅡCollege Integrated English Ⅱ | √ |  |  |  | √ |  | √ | √ |
| 微积分I  Calculus Ⅰ | √ |  |  |  |  | √ |  | √ |
| 微积分II  Calculus Ⅱ | √ |  |  |  |  | √ |  | √ |
| 线性代数  Linear Algebra | √ |  |  |  |  | √ |  | √ |
| 概率论与数理统计Probability theory and Mathematics Statistics | √ |  |  |  |  | √ |  | √ |
| 体育I  College Physical EducationⅠ | √ |  |  |  |  |  |  |  |
| 体育II  College Physical EducationⅡ | √ |  |  |  |  |  |  |  |
| 体育III  College Physical EducationⅢ | √ |  |  |  |  |  |  |  |
| 体育IV  College Physical EducationⅣ | √ |  |  |  |  |  |  |  |
| 计算机应用Computer application | √ |  |  |  |  |  |  | √ |
| EXCEL高级应用实务  Advanced Application of Excel | √ |  |  |  |  |  |  | √ |
| 应用写作  Practical Writing | √ |  |  |  |  |  |  |  |
| 管理学Management | √ |  | √ | √ |  |  |  |  |
| 微观经济学Micro-economics | √ |  | √ | √ |  |  |  |  |
| 宏观经济学Macro-economics | √ |  | √ | √ |  |  |  |  |
| 管理信息系统  Management information system | √ |  |  |  |  |  |  | √ |
| 财务管理学  Financial management | √ |  | √ |  |  |  |  |  |
| 统计学Statistics | √ |  | √ |  |  | √ |  | √ |
| 人力资源管理导论Introduction of Human Resource Management | √ |  | √ | √ |  |  |  |  |
| 劳动经济学Labor Economics(Bilingual) | √ |  | √ | √ |  |  |  |  |
| 劳动关系学Labor Relationship Programs, Policies, Issues and Solutions | √ |  |  |  |  |  |  | √ |
| 会计学Accounting | √ |  | √ |  |  |  |  | √ |
| 社会学Sociology | √ | √ | √ |  |  |  |  |  |
| 社会保障学Social Welfare Programs, Policies, Issues and solutions | √ | √ | √ | √ | √ |  |  |  |
| 社会工作导论 | √ | √ |  |  |  |  |  | √ |
| 专业研究坊 | √ | √ |  |  |  |  |  | √ |
| 人事心理学 Human Resource Management with Psychology | √ |  | √ | √ |  |  | √ |  |
| 劳动法律制度 Labour and employment Law | √ | √ |  |  |  |  |  | √ |
| 员工培训与开发（英语）Talent Investment: Skills Training and Development(English) | √ |  | √ | √ |  |  |  |  |
| 员工招聘（英语）Employee Recruiting(English) | √ | √ | √ | √ |  |  |  |  |
| 人力资源战略  Human Resource Strategy | √ |  | √ | √ |  |  |  |  |
| 绩效管理实践（英语）Performance Management: latest theory，techniques and best practice(English) | √ |  | √ | √ |  |  |  |  |
| 薪酬与福利管理 （英语）Compensation and Benefit Management (English) | √ | √ | √ | √ |  |  |  |  |
| 跨文化管理（英语）Cross-cultural Management (English) | √ |  | √ | √ | √ |  |  |  |
| 招聘与培训  Recruitment and Training | √ | √ | √ | √ |  |  |  |  |
| 绩效与薪酬 Performance and Remuneration | √ | √ | √ | √ |  |  |  |  |
| 团队建设与管理 Team building and leading | √ |  | √ | √ |  |  | √ |  |
| 大学生创业理论与实训 Entrepreneurship theory and practice for college students | √ |  | √ | √ | √ |  | √ |  |
| 企业劳动关系管理案例与体验 Case Studies and Experiences of Enterprise Labour Relations Management | √ |  | √ | √ | √ |  | √ |  |
| 劳资沟通与协商策略实训 Labor-capital communications and negotiation strategies practice and training | √ | √ |  |  |  |  | √ | √ |
| 自我认知与成长 Self-awarness and Growth | √ | √ |  |  |  |  | √ | √ |
| 社会企业创业 Startup of Social Enterprise | √ | √ |  |  |  |  | √ | √ |
| 组织与管理研究方法Organizational Research Methods | √ |  | √ | √ |  | √ |  |  |
| 组织变革与发展（英语）Organization Change and Organization Development(English) | √ |  | √ | √ | √ |  | √ |  |
| 雇主品牌管理（英语）International Employer Brand(English) | √ |  | √ | √ | √ |  |  |  |
| 人事测评技术Personnel Assessment | √ |  | √ | √ | √ |  |  |  |
| 人力资源管理沙盘演练HRM Sand Table Simulation | √ |  | √ | √ |  |  |  |  |
| 全球领导力（英语）Global Leadership (English) | √ | √ |  | √ | √ |  | √ |  |
| 社会调查设计与数据分析Social Research Methods | √ |  |  |  |  | √ |  |  |
| 职业生涯规划  Career Development | √ |  | √ | √ |  |  |  |  |
| 国际人才管理（双语） International Talent Management（Bilingual） | √ | √ |  | √ | √ |  | √ |  |
| 公共部门人力资源管理（双语） Public Sector Human Resource Management（Bilingual） | √ | √ | √ |  | √ |  |  |  |

* **十一、课程修读及培养流程图**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **第一学年** | | **第二学年** | | **第三学年** | | **第四学年** | |
| **一** | **二** | **三** | **四** | **五** | **六** | **七** | **八** |

毕业实习及毕业论文（设计）

第二课堂、创新创业教育；通识教育选修课；个性化选修

社会保障学、社会工作导论、专业研究坊、员工培训与开发（英语）、员工招聘（英语）、人力资源战略、绩效管理实践（英语）、薪酬与福利管理（英语）、跨文化管理（英语）等

管理学、微观经济学、宏观经济学、管理信息系统、财务管理学、统计学、人力资源管理导论、劳动经济学、劳动关系学、社会学、人事心理学、劳动法律制度、会计学等

专业教育

心理健康

形势与政策

应用写作

毛泽东思想与中国特色社会主义理论体系概论体系概论

通识教育必修课

EXCEL高级应用实务

计算机应用

英语综合Ⅱ

英语综合Ⅰ

微积分II、线性代数

微积分I

体育IV

体育III

体育II

体育I

中国近现代史纲要

马克思主义基本原理概论

思想道德修养与法律基础

概率论与数理统计