

國立臺灣師範大學國際人力資源發展研究所修業暨學位考試規定

(112學年度起入學碩士班新生適用)

民國 109 年 1 月 14 日 108 學年度第 1 學期第 3 次所務會議修正通過

民國 109 年 4 月 22 日 108 學年度第 2 次教務會議修正通過

民國 110 年 6 月 24 日 109 學年度第 2 學期第 4 次所務會議修正通過

民國 110 年 8 月 24 日教務處同意備查

民國 112 年 2 月 21 日 111 學年度第 2 學期第 1 次所務會議修正通過

民國 112 年 3 月 6 日 111 學年度第 2 學期第 2 次所務會議暨課程會議修正通過

民國 112 年 3 月 29 日 111 學年度第 1 次臨時院務會議通過

民國 112 年 4 月 19 日 111 學年度第 2 次教務會議修訂通過

- 第一條 依據本校「學位授予暨研究生學位考試辦法」、「學則」，以及教育部訂頒「各類學位名稱訂定程序授予要件及代替碩士博士論文認定準則」訂定本規定。
- 第二條 本所修業暨學位考試之有關事項，依本規定及相關辦法辦理。
本所研究生修業期滿並符合本規定第六條所列之畢業要件後，送請本校授予管理學碩士學位 (Master of Business Administration, M.B.A.)。
- 第三條 學位論文指導教授之選定
(一) 應於第一學年結束前，就本所專任或兼任之教授、副教授、助理教授中選定學位論文指導教授。若有需要並經所長同意後，得由其他校內外人員共同指導。
(二) 研究生得更換學位論文指導教授，但須經前後指導教授及所長同意。更換以一次為限。若更換前已通過學位論文提案者，須在新指導教授指導下重新提審。
- 第四條 修業類別之選定
(一) 依修業類別，區分為「學術」(A) 和「專業實務」(P) 兩制。
(二) 研究生須於碩一第二學期結束前提交經指導教授簽署之修業類別確認書(單)。
- 第五條 選課及修課 (詳附表一)
(一) 選定學位論文指導教授之前，由學業指導教授及導師輔導學生修業事宜。
(二) 選課須經學業或學位論文指導教授及所長同意。
(三) 每學期修課上限為十八學分，下限為三學分，但修課總學分數已達畢業學分數者，可不受下限之限制。
(四) 畢業學分中，須含外系或外校選修之跨域管理領域課程六學分。
(五) 修習數位教學課程，若欲採計為畢業學分數須為全英語授課之碩士級或博士級課程，並以九學分為上限。
(六) 修習外系或外校跨域管理領域課程，皆須為全英語授課之碩士級或博士級



課程，並於學校公告之退選日前一周繳交經指導教授同意之申請書，經所長同意後始得採計為畢業學分。

(七) 抵免學分之規定：抵免學分須依照本校「學生抵免學分辦法」辦理，並於本校規定之抵免期間辦理完成。

第六條 畢業要件

(一) 畢業學分

1. 學術(A)制：最低總學分33學分(必修9學分、跨領域管理6學分、本所開設選修至少18學分)。
2. 專業實務(P)制：最低總學分42學分(必修9學分、跨領域管理6學分、本所開設選修至少27學分)。
3. 跨領域管理指非人資領域之組織管理功能，如：生產作業管理、財務管理、行銷管理、資訊管理、研發管理。

(二) 除畢業學分外，至少須於書報討論課程中，發表個人研究內容一次，並且須參與聆聽本所學生的論文計畫審查及學位論文考試至少各一場。

(三) 學術(A)制論文投稿要求

至少已在國內外相關學術研討會以英文全文論文投稿，獲得接受且口頭發表，或在公開發行之與人資／管理領域相關學術性刊物發表英文全文論文一篇。

1. 上述論文在投稿前，須先獲得指導教授認可，發表結果本所才予以採認。
2. 與他人共同發表者(不含本所專兼任教師)，依發表人數折算，例如二人共同發表(不含本所專兼任教師)，則視為1/2篇，三人共同發表(不含本所專兼任教師)，則視為1/3篇。

(四) 英語能力門檻

學生入學後須於參加學位考試前取得下列其中一項資格：

托福(TOEFL-iBT) 80分以上；

多益測驗(TOEIC) 800分以上；

國際英語測驗(IELTS) 6.0分以上。

劍橋大學英語能力認證分級測驗Certificate in Advanced English (CAE)

國籍為英語系國家者或已於英語系國家取得學士學位以上者不受此限。

(五) 通過學位論文考試

其形式依「學術」(A)和「專業實務」(P)兩制，分採「學術論文」和「專業實務報告」兩類。其中專業實務報告之主題與內容，應與實務應用相關，依其所屬類別撰寫規範，完成論文並通過考試。

第七條 學術(A)制學位論文計畫審查

(一) 申請資格：須取得至少三分之二畢業學分以上，即可提出申請。

(二) 申請程序：繳交學位論文計畫審查申請書。

(三) 學位論文計畫審查會議由所長召集，審查委員由本所、校內外專任或兼任教師擔任之。

- (四) 學位論文計畫書應以英文撰寫，其審查標準為(1)通過；(2)再修正；(3)不通過。通過者，可繼續撰寫；再修正者，由審查委員審查同意通過後，方可繼續撰寫；不通過者，須於次一學期始得再申請審查。

第八條 學位論文考試

(一) 申請資格

1. 學術(A)制至少已在國內外相關學術研討會或公開發行之學術性刊物發表論文一篇，並經指導教授及所長認可。
2. 具備第六條第四項所列英語能力證明。

(二) 申請時間：依本校行事曆規定時間辦理。

(三) 申請時需備文件：

1. 論文口試申請書。
2. 學位論文學術倫理聲明書。
3. 線上剽竊系統之論文原創性報告。
4. 歷年修課檢視表。
5. 學術(A)制投稿論文、接受函或發表證明文件之檔案。
6. 英語能力證明。

(四) 辦理時間：依本校行事曆規定辦理。學術(A)制學生須於學位論文計畫審查通過三個月後始得舉行。

(五) 學位論文考試委員會之組成，悉依本校「學位授予暨研究生學位考試辦法」第九條之規定辦理。

(六) 論文須以英文撰寫。

(七) 學位論文考試以實體口試方式進行，若因不可抗力之因素，得申請以視訊方式進行口試，並應全程錄影存檔。

第九條 本規定未盡事宜，悉依本校學位授予暨研究生學位考試辦法及學則等相關規定辦理。

第十條 本修業規定涉學位授予等畢業條件之規定，經本所所務會議及國際與社會科學學院相關會議通過後，送教務會議審議；其餘各項規定經本所所務會議通過後，送教務處備查，修正時亦同。



附表一：國立臺灣師範大學國際人力發展研究所修業科目

表

一、修習總學分數（備註：跨域管理領域課須為外系或外校之全英語授課之碩士級或博士級管理領域相關課程。）

班別	共同必修	組別	本所選修	跨域管理領域課程	畢業最低總學分
碩士班	9 學分	A 制（學術論文制） P 制（專業實務報告制）	18 學分 27 學分	6 學分	33 學分 42 學分

二、共同必修課程

班別	科目名稱	學分	備註
碩士班	書報討論（一）	2	必修科目不得抵免。 人力資源研究方法可用本院開設之研究方法相關課程做採計。
	書報討論（二）	2	
	書報討論（三）	2	
	人力資源研究方法	3	

三、選修課程

依每學期開設之選修科目選擇所需要修習之課程。



National Taiwan Normal University

Graduate Institute of International Human Resource Development Rules for Graduate Studies and Graduate Degree Examinations

2020.1.14 Revision passed during the 3rd Institute General Meeting, fall semester of Academic Year 2019-2020
2020.4.22 Revision passed during the 2nd Academic Affairs Meeting of Academic Year 2019-2020
2021.6.24 Revision passed during the 4th Institute General Meeting, spring semester of Academic Year 2020-2021
2021.8.24 Acknowledged by the Office of Academic Affairs
2023.2.21 Revision passed during the 1st Institute General Meeting, spring semester of Academic Year 2022-2023
2023.3.6 Revision passed during the 2nd Institute General Meeting and Curriculum Meeting, spring semester of Academic Year 2022-2023
2023.3.29 Passed during the 1st Interim Institute General Meeting, Academic Year 2022-2023
2023.4.19 Revision passed during the 2nd Academic Affairs Meeting, Academic Year 2022-2023

Article 1 These Rules have been formulated in accordance with National Taiwan Normal University's (hereinafter referred to as NTNU) *Degree Conferral and Graduate Degree Examination Regulations and School Regulations*, as well as the *Regulations Governing Degree Naming Procedures, Degree Conferral Criteria, and Alternatives to the Submission of Master's Theses or Doctoral Dissertations* stipulated by the Ministry of Education.

Article 2 Matters related to graduate studies and degree examinations in the Graduate Institute of International Human Resource Development (hereinafter referred to as "the Graduate Institute") shall be handled in accordance with these Rules and other applicable regulations.

Graduate students in the Graduate Institute who have completed their studies and who meet the graduation requirements set forth in Article 6 of these Rules shall receive their Master of Business Administration (M.B.A.) degree from NTNU.

Article 3 Selection of thesis advisor

- I. Prior to the end of their first academic year of study, graduate students shall choose a thesis advisor from among the full-time or part-time professors, associate professors, and assistant professors at the Graduate Institute. Students who wish to appoint an individual not associated with the Graduate Institute or NTNU as co-advisor must first obtain approval from the director of the Graduate Institute.
- II. Graduate students may change their thesis advisor once but must obtain approval from both the already assigned and prospective advisor as well as the director of the Graduate Institute. Students who passed the thesis proposal oral defense before changing their advisor must resubmit their thesis proposal for defense under the newly assigned advisor.

Article 4 Selection of thesis category

- I. Theses shall fall under two categories: Academic and Professional Practice.



- II. Graduate students must submit a confirmation letter/form signed by their thesis advisor stating the type of thesis they plan to write prior to the end of the first year of studies in their Master's program.

Article 5 Course selection and enrollment (see Appendix I for details)

- I. Until they select a thesis advisor, students shall be advised by their academic advisor and mentor on matters related to their graduate studies.
- II. Student course selections must be approved by the student's academic or thesis advisor as well as the director of the Graduate Institute.
- III. The maximum course load per semester shall be 18 credits, and the minimum course load shall be 3 credits. However, the minimum course load requirement shall not apply to students who have completed the required number of credits for graduation.
- IV. The required graduation credits must include six credits from elective interdisciplinary management courses offered by other NTNU departments or other universities.
- V. A maximum of nine credits from e-learning courses may count toward a student's required graduation credits; such courses must be Master's or doctoral courses taught entirely in English.
- VI. Credits received from interdisciplinary management courses offered by other NTNU departments or other universities may only count toward a student's required graduation credits if such courses are master's or doctoral courses taught entirely in English. At least one week prior to the stipulated deadline for course selection, students must fill out an application form and obtain approval from their advisor and the director of the Graduate Institute for the course credits received to count toward the student's required graduation credits.
- VII. Credit transfers: Requests for credit transfers shall be made by the deadline stipulated by the University and in accordance with NTNU's Student Credit Transfer Regulations.

Article 6 Graduation requirements

- I. Credits required for graduation
 - (I) Academic: The minimum credit requirement is 33 credits (9 required credits, 6 credits from interdisciplinary management courses, and at least 18 elective credits from courses offered by the Graduate Institute).
 - (II) Professional Practice: The minimum credit requirement is 42 credits (9 required credits, 6 credits from interdisciplinary management courses, and at least 27 elective credits from courses offered by the Graduate Institute).
 - (III) Interdisciplinary management refers to areas of organizational

management that do not fall under the field of human resources.

Examples include production and operations management, financial management, marketing management, information management, and R&D management.

- II. In addition to fulfilling the graduation credit requirements, students must give one individual research presentation in a seminar course and observe at least one thesis proposal oral defense and one final thesis defense given by other students in the Graduate Institute.
- III. Submission requirements for the Academic thesis category:

A paper written in English must be submitted to, accepted by, and presented at a domestic or overseas academic conference in a related field or published in a publicly available academic journal in the field of human resources and/or management.

 - (I) The student must obtain approval from their thesis advisor prior to submit the paper in order for the submission to be recognized by the Graduate Institute.
 - (II) For co-authored papers (not including papers co-authored with full-time or part-time teachers from the Graduate Institute), the number of papers published shall be counted as the reciprocal of the number of authors per paper. For example, a paper co-authored by two persons (not including full-time or part-time teachers from the Graduate Institute) is equivalent to one-half of a paper; a paper co-authored by three persons (not including full-time or part-time teachers from the Graduate Institute) is equivalent to one-third of a paper.
- IV. English language proficiency requirements

After enrollment at NTNU, students must meet one of the following criteria before participating in the graduate degree examination:

TOEFL-iBT score of 80 or higher

TOEIC score of 800 or higher

IELTS score of 6.0 or higher

Holder of Certificate in Advanced English (CAE)

Students who are natives of an English-speaking country and students who obtained their bachelor's degree or higher in an English-speaking country are not subject to this rule.
- V. Oral thesis defense

Oral defenses shall be held for both academic theses and professional practice reports. The topic and contents of professional practice reports shall be related to practical applications. Candidates shall complete their thesis in accordance



with the writing guidelines for their category and pass the oral defense.

Article 7 Thesis proposal oral defense for the Academic thesis category

- I. Eligibility: Applicants must have obtained at least two-thirds of the credits required for graduation.
- II. Application process: Submit the Thesis Proposal Oral Defense Application form.
- III. Thesis proposal oral defense sessions shall be convened by the director of the Graduate Institute, and the defense committee shall be composed of full-time or part-time teachers from the Graduate Institute, other NTNU academic departments, and/or non-NTNU institutions.
- IV. Thesis proposals shall be written in English. The outcomes of a proposal oral defense can be (1) passed, (2) requires further revision, or (3) failed. Students who pass the defense may proceed to write their thesis. Students who are asked to make revisions may proceed to write their thesis after passing a secondary review by the defense committee members. Students who fail the defense may only retake the oral defense in the following semester.

Article 8 Oral thesis defense

- I. Eligibility
 - (I) For students in the Academic thesis category, the publication of at least one paper, after approval by the thesis advisor and director of the Graduate Institute, at a domestic or overseas academic conference in a related field or in a publicly available academic journal
 - (II) Meeting the English language proficiency requirements set forth in Article 6, Paragraph 4
- II. Application dates: Applications shall be submitted in accordance with the dates scheduled in the NTNU academic calendar.
- III. Required application documents:
 - (IV) Thesis Oral Defense Application form
 - (V) Declaration of Academic Integrity
 - (VI) Thesis originality report produced by an online plagiarism detection system
 - (VII) Academic transcript
 - (VIII) For students in the Academic thesis category, submitted paper(s), acceptance letter(s), or other documents proving the submission of the paper(s)
 - (IX) English language proficiency certificate
- IV. Defense date: The thesis defense shall be held in accordance with the dates scheduled in the NTNU academic calendar. For students in the Academic

thesis category, the thesis defense must be held at least three months after the student passes their thesis proposal oral defense.

- V. The oral thesis defense committee shall be composed in accordance with Article 9 of NTNU's *Degree Conferral and Graduate Degree Examination Regulations*.
- VI. Theses must be written in English.
- VII. The oral thesis defense shall be held in person. In the event of force majeure, defenses held via video conference may be requested and must be recorded in full and archived.

Article 9 Matters not addressed herein shall be subject to the University's *School Regulations, Degree Conferral and Graduate Degree Examination Regulations*, and other applicable NTNU regulations.

Article 10 The provisions of these Rules that involve degree conferral and graduation requirements shall be reviewed by the General Meetings of the Graduate Institute of International Human Resource Development and the College of International Studies and Social Sciences before being submitted to the Academic Affairs Meeting for further deliberation; the remaining provisions shall be reviewed by the Institute General Meeting and then submitted to the Office of the Academic Affairs for reference. The same shall apply to all subsequent revisions.



Appendix I: National Taiwan Normal University Graduate

Institute of International Human Resource Development

Curriculum Table

I. Credit Requirements

(Note: Interdisciplinary management courses must be master's or doctoral courses in the field of management offered by other NTNU departments or other universities.)

Program	Common compulsory course credits	Category	Elective credits	Interdisciplinary management course credits	Minimum credits required for graduation
Master's program	9 credits	Academic (academic paper) Professional Practice (practical presentation)	18 credits 27 credits	6 credits	33 credits 42 credits

II. Common Compulsory Courses

Program	Course title	Credits	Notes
Master's program	Seminar (I)		Compulsory courses may not be substituted.
	Seminar (II)	2	
	Seminar (III)	2	The course 'Research Methods in Human Resource Management' may be substituted by other courses on research methods offered by the Graduate Institute.
	Research Methods in Human Resource Management	2	
		3	

III. Elective Courses

Courses shall be selected from among the elective courses offered in the given semester.