

National Taiwan Normal University

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

(Applicable to Master's Students Enrolled in Academic Year 2025-2026 or Later)

- 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
- 2024.1.5 Revision passed during the 6th Institute General Meeting, spring semester of Academic Year 2022-2023
- 2024.3.12 Passed during the 1st Interim Institute General Meeting, Academic Year 2023-2024
- 2024.4.17 Revision passed during the 2nd Academic Affairs Meeting, Academic Year 2023-2024
- 2025.3.4 Revision passed during the 2nd Institute General Meeting, spring semester of Academic Year 2024-2025
- 2025.3.13 Passed during the 1st Interim Institute General Meeting, Academic Year 2024-2025
- 2025.4.16 Revision passed during the 2nd Academic Affairs Meeting, Academic Year 2024-2025

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. Among the credits required for graduation, students must complete either 'Qualitative Research on Human Resource Development' or 'Statistics and Data Analysis,' as offered by this institute."
- V. The required graduation credits must include six credits from elective interdisciplinary management courses offered by other NTNU departments or other universities.
- VI. 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.
- VII. 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.
- VIII. 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 34 credits (7 required credits, 6 credits from interdisciplinary management courses, and at least 21 elective credits from courses offered by the Graduate Institute).

- (II) Professional Practice: The minimum credit requirement is 43 credits (7 required credits, 6 credits from interdisciplinary management courses, and at least 30 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 or 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 from countries where the official language is English or students who obtained their bachelor's degree or higher in a country where the official language is English 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	7 credits	Academic (academic paper) Professional Practice (practical presentation)	21 credits 30 credits	6 credits	34 credits 43 credits

II. Common Compulsory Courses

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

III. Elective Courses

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