

請用中文作答

簡答題(15 points for each question) :

1. What are "perception" and "perception bias"? Please discuss how perception bias develops and can be avoided.
2. Please explain what the "Hawthorne Effect" refers to. Please briefly state how its finding contributes to I/O psychology?
3. What are vicarious learning and observational learning? How can they be applied to employees' training and development program.
4. What are the similarities and differences of aptitude test, personality test and achievement test?
5. Please discuss the "equity theory" and elaborate on its contents, application and the critiques.

名詞解釋(25 points; 5 points for each terminology) :

1. Reliability
2. In-group favoritism
3. Attribution
4. Self-efficacy
5. Delay of reinforcement