

# 國立中央大學 110 學年度碩士班考試入學試題

所別：人力資源管理研究所 碩士班 不分組(一般生)

共3頁 第1頁

科目：管理學

本科考試禁用計算器

\*請在答案卷(卡)內作答

## 一、選擇題 (30%，每題 5%，請在答案卷上作答)：

1. The United Nations introduced the 17 Sustainable Development Goals in 2015. One of which is gender equality, and it states that “gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.” However, although increasingly organizations are advancing women (as well as minorities) to senior level positions but only a limited number of functional areas, such as public relations and communications. This can be referred as?
  - A. Glass ceiling
  - B. Glass wall
  - C. Glass cabinet
  - D. Glass floor
  - E. Glass bamboo
  
2. In case, you did not already know about this. Ever since graduating from Hogwarts School (霍格華茲魔法學校), Harry Potter has been working at the NCUHRM Office! But somehow...he is bored at his job, which of the following will NOT enhance his motivation from a job design perspective?
  - A. Providing Harry Potter discretion to decide how his work is done (e.g., flying)
  - B. Giving clear feedback to Harry Potter about his performance
  - C. Allowing Harry Potter to use various skills (e.g., magical abilities) in his job
  - D. Decreasing Harry Potter’s accountability for work by increasing external control
  - E. Assigning Harry Potter an entire job rather than just a piece of the work

**注意:背面有試題**

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3. As for the selection tools, which of the following does validity refer to?
  - A. Applicant achieving similar scores between tests 1 and 2
  - B. Reliability with which the predictor tests the desired construct
  - C. Correlation between a predictor and job performance
  - D. Applicant achieving similar scores between different interviewers
  - E. Two of the above
  
4. What of the following is/are TRUE about the use of reference letters/checks as a selection tool?
  - A. Research shows that reference checks are generally weak predictors of job performance
  - B. Reference checks generally yield positive information about an applicant
  - C. The validity of the reference check will be higher if it comes from someone who knows the applicant but is not on the list of references provided by the applicant
  - D. All of the above
  - E. Two of A, B, and C
  
5. All of the following are true statements about management by objectives (MBO) EXCEPT:
  - A. Goals are established for both short and long terms
  - B. Expected results to be under the employee's control
  - C. Managerial feedback is provided to the employee
  - D. Goals are usually established solely by the manager
  - E. Goals are challenge in nature, but realistic
  
6. Which of the following organization characteristics is NOT typically considered by a given firm when considering salary surveys?
  - A. The geographic area over which the firm operates
  - B. The recent financial performance of the firm
  - C. The industry of the firm
  - D. Whether the firm is in the public or private sector
  - E. None of the above

**注意:背面有試題**

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二、名詞解釋 (30%，每題 10%，請介紹兩個名詞的定義、舉例與差別)：

1. 二因子理論 (two-factor theory) vs. 自我決定理論 (self-determination theory)
2. 間接財務報酬 (indirect financial reward) vs. 非財務性報酬 (non-financial reward)
3. 功能性衝突 (functional conflict) vs. 破壞性衝突 (dysfunctional conflict)

三、申論題 (40%，每題 20%，請詳細說明答案)：

1. 回首過去一年，一場疫情的突襲，使得口罩、社交距離和封城變成最熱門的搜尋關鍵字；原本熱鬧的街道和機場頓時變得空曠，人們普遍擔心過多人際接觸，使得人與人之間的連結被迫疏遠。此外，疫情也意外成為了企業數位轉型的最佳推手，連帶影響企業內部的運作，讓原本不熟悉的遠端工作、雲端協作逐漸演化成組織管理方式的新常態。在這後疫情時代中，目前的組織管理理論也需要有相對應的演變。請指出一個需要調整的理論，介紹原始的理论架構、需要調整的構面，以及其背後調整原因。
2. 近年來，許多台灣企業開始融入戲劇表演來做為員工的教育訓練，例如，友達光電和國光劇團合作開設京劇藝術體驗工作坊、鼎泰豐讓員工自行製作工作內容相關的舞台劇等。然而，戲劇表演的員工教育訓練常需要投入相當多的資源與人力，請問有志成為一位想要學習、想要透過 HR 讓世界更美好的人，會如協助企業設計一個訓練成效評估機制，來確保戲劇表演的有效性，而不僅只是一個很酷炫的活動而以？