

國立中央大學八十九學年度碩士班研究生入學試題卷

206 所別: 人力資源管理研究所 乙組 科目: 組織行為 共二頁 第一頁

L. MULTIPLE CHOICE (共25題, 每題2分)

1. Which of the following is not a source from which our basic knowledge of OB has evolved?
 - a. Observation
 - b. Heredity
 - c. Reading
 - d. Questioning
2. The OB subject of "motivation" has been most influenced by which behavioral science discipline?
 - a. Psychology
 - b. Social psychology
 - c. Sociology
 - d. Political science
3. People who have been on a job longer are:
 - a. more productive.
 - b. absent less.
 - c. more satisfied.
 - d. All of the above
4. Studies indicate that employees with more seniority:
 - a. are generally more productive than newer employees.
 - b. are generally less productive than newer employees.
 - c. are generally absent less than newer employees.
 - d. are generally absent more than newer employees.
5. Which one of the following is the best synonym for "ability"?
 - a. Motivation
 - b. Capacity
 - c. Experience
 - d. Intellect
6. The Enterprising personality would exhibit which of the following personality characteristics?
 - a. Imaginative, disorderly, idealistic
 - b. Shy, genuine, persistent
 - c. Sociable, friendly, cooperative
 - d. Self-confident, ambitious, energetic
7. Motivation is:
 - a. a component of ability.
 - b. situational.
 - c. a personal trait.
 - d. a constant intensity for each individual.
8. Individuals who have a desire to control others are high in:
 - a. nPow.
 - b. nAch.
 - c. nMot.
 - d. nAff.
9. There are several types of justice. Which one is the term for "fairness of the process"?
 - a. Interpersonal justice
 - b. Distributive justice
 - c. Equity
 - d. Procedural justice
10. Researchers found that employees considered the most powerful workplace motivator to be:
 - a. recognition.
 - b. money.
 - c. opportunity for advancement.
 - d. autonomy.
11. A participative process that uses the entire capacity of employees and is designed to encourage increased commitment to the organization's success is:
 - a. MBO.
 - b. Employee involvement.
 - c. Reengineering.
 - d. OB Mod.
12. Programs that distribute compensation by an established formula designed around a company's profitability are:
 - a. gains sharing programs.
 - b. variable pay programs.
 - c. skill-based programs.
 - d. profit-sharing plans
13. Performance-based compensation is probably most compatible with:
 - a. Theory Y.
 - b. expectancy theory.
 - c. MBO.
 - d. Participative management.
14. Motivation of people holding jobs with highly repetitive tasks can be made easier by:
 - a. increasing pay.
 - b. increasing autonomy.
 - c. careful selection.
 - d. ESOPs.
15. The stages of group development are:
 - a. idea generation, implementation, termination.
 - b. introduction, high productivity, decline.
 - c. initiation, evolution, maturation, decline.
 - d. forming, storming, norming, performing, adjourning.
16. Which of the following is not a reason why people join groups?
 - a. Security
 - b. Status
 - c. Equity
 - d. Power
17. When predicting turnover in a work group made up of nine females and one male, we'd predict that:
 - a. the male would be most inclined to leave the group.
 - b. a female would be more inclined to leave the group than the male.
 - c. there is no indication as to who would leave the group.
 - d. the individual who had been in the group the longest would be most inclined to leave the group.
18. Which of the following does not describe a high self-monitor?
 - a. more sensitive to social cues
 - b. less skilled in political behavior than low self-monitors
 - c. exhibits higher levels of social conformity
 - d. all of the above describe a high self-monitor
19. The process by which individuals attempt to control the impressions others form of them is:
 - a. impression management.
 - b. misdirection
 - c. defensive behavior.
 - d. perception management.
20. Findings of one study show that _____ managers are the most likely to perceive a great deal of organizational politics.
 - a. experienced
 - b. inexperienced
 - c. top level
 - d. middle level
21. The Job Characteristics Model describes jobs in terms of all of the following except:
 - a. employee personality.
 - b. task identity.
 - c. feedback.
 - d. skill variety.
22. Status seems to be highly correlated with:
 - a. arrangement of one's office.
 - b. size of one's office.
 - c. privacy.
 - d. lighting.
23. Institutionalization is when:
 - a. you become a part of your organization.
 - b. an organization takes on a life of its own.
 - c. you are offered a life-time position.
 - d. an organization employs over 1,000 people.
24. Which of the following is not a characteristic of organizational culture?
 - a. Attention to detail
 - b. Innovation
 - c. Stability
 - d. Team orientation
25. _____ expresses the core values that are shared by a majority of the organization's members.
 - a. Dominant culture
 - b. Subculture
 - c. Strong culture
 - d. Personal morality

參考用

注意: 背面有試題

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II. TRUE/FALSE (是非共10題，每題2分)

1. The best leaders are those who exhibit consistent behavior regardless of the situations they face.
2. Whereas globalization focuses on differences between people from different countries, workforce diversity addresses differences among people within given countries.
3. There are approximately 170 source or primary personality traits.
4. Extroversion is probably a good predictor of job performance.
5. Single global measures of job satisfaction have proven superior to summation scores made up of a number of job facets.
6. When extrinsic rewards are given to someone for performing an interesting task, it causes intrinsic interest in the task itself to decline.
7. From management's perspective, the greatest appeal of skill-based pay plans is decreased payroll costs.
8. A work group's resources are determined by its membership.
9. Research on group size concludes that groups with an even number of members tend to be preferred over those with an odd number.
10. Groups usually make more risky decisions than do individuals.

III. ESSAY QUESTIONS (申論兩題，每題15分)

1. Discuss bounded rationality. Do you have bounded rationality? Can you give an example?
2. Discuss flexible benefit programs. What are the advantages and disadvantages to both employees and employers?