

國立中央大學99學年度碩士班考試入學試題卷

所別：人力資源管理研究所碩士班 不分組(一般生) 科目：管理學 共 / 頁 第 / 頁

本科考試禁用計算器

\*請在試卷答案卷(卡)內作答

- I. Please comment on the following statements. (6% each, 30%)
1. Ensuring that line managers implement HR objectives, policies and procedures is achieved by HR managers exerting line authority.
  2. Human capital refers to the costs incurred in hiring and compensating qualified workers
  3. Power is a type of authority.
  4. Informal organization is needed for any organization.
  5. Turnover always costs a lot for an organization.
- II. Please make your arguments on the following questions. Your arguments should be specific and theory-driven. (10% each, 70%)
1. Describe how workplace environmental changes are impacting the HR manager's role in the workplace.
  2. What you mean by organizational effectiveness?
  3. What do you mean by the term 'bounded rationality in decision making'?
  4. How to determine the span of control when designing organizations?
  5. What are the differences between task performance and contextual performance?
  6. Why are some jobs or tasks inherently more motivating than others?
  7. Do you think piece rate is a good incentive for Taylorism job design?

參考用