

考試科目：管理學

考試時間：100 年 5 月 6 日

考試節次：第一節 (08:40-10:20)

試題：

1. 請針對你所閱讀過的組織管理與人力資源管理之研究，自行列出五個常見的依變項；並說明這五個依變項各自的定義；也請說明五個依變項在管理實務上的意涵。(30 分)
2. 請任選三種領導理論進行申論比較。(30 分)
3. 請說明資源基礎觀點 (resource-based view)，並詳細討論其對人力資源管理的意涵。(40 分)

## 。考試科目=研究方法

- 一、(1) 何謂研究的構念效度 (construct validity)、以及統計結論效度 (statistical conclusion validity)? (12%); (2) 在進行研究時, 如何選擇具有構念效度的衡量工具? 在資料回收後, 有哪些證據可支持衡量工具是具有構念效度的? (12%); (3) 若你想進行一篇研究以探討「人力資源管理制度對組織績效的影響」, 為兼顧此篇研究的內在效度、外在效度、構念效度、以及統計結論效度, 請問你應如何進行研究設計、抽樣、收集資料、選擇衡量工具以及進行統計分析呢? 請詳加說明 (26%)。
- 二、 Sampling distribution of particular statistics is essential to statistical inference (10%).
- (1) Please describe what "standard error" is, and the relationship between standard deviation and standard error.
- (2) What is the sampling distribution of particular statistics used for? How does the data resampling approach, such as bootstrapping, jack-knifing etc., play its role in the process of repeated sampling?
- 三、 Multicollinearity is a phenomenon that may occur in multiple regression analysis, in which two or more independent variables are closely related to each other (10%).
- (1) Can you briefly describe the impact of multicollinearity on multiple regression analysis?
- (2) How can it be detected? Is there any remedial measure for multicollinearity?
- 四、 In the social sciences, data are inherently in nested structures (10%).
- (1) Can you briefly describe how it violates the assumption of tradition regression analysis?
- (2) What properties of the estimate you derived from traditional regression analysis will be affected?
- 五、 When considering research design (20%):
- (1) Can you describe what internal validity and external validity are?
- (2) Why are they important? Please provide some general suggestions on techniques for controlling threats to both of them.