

# 國立中山大學 110 學年度博士班招生考試試題

科目名稱：組織與人力資源管理【人管所】

Note: **You can answer this question in Chinese or English.**

1. (1) Please describe two theories related to organizational behavior (OB), human resource management (HRM), or management. Please describe their basic ideas and predictions as detailed as possible (20%); (2) Please use the two theories you mentioned to explain the phenomena occurred in organizations (組織中的現象). Please describe what phenomena you see in the organizations, explain why your two theories fit with the phenomena, and how you apply the two theories to explain the occurrence of these phenomena. You can use two theories to explain one phenomenon, or use two theories to explain different phenomena (30%).

Note: **You can answer this question in Chinese or English.**

2. (1) Please describe a research topic you would like to study in the future. Tell us the definition of this topic and why it is important to study this topic (10%) ◦ (2) Please inform us the current progress of this topic in the literature. In addition, what are the unanswered research questions or research gaps of this topic in the literature? (15%) ◦ (3) Please tell us how your study can fill these research gaps or make contributions to the literature of your chosen topic (15%) ◦ (4) Tell us your plan about the research method of this study. What is your sample and how you collect the data to test your hypotheses? (10%)