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)
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.