

國立臺灣科技大學

九十一學年度碩士班招生考試試題

系所組別：企業管理系丙組

科目：人力資源管理

※、如須計算時可使用一般型計算器，但不可使用可程式之計算器。

總分 100 分

1、Define each of the following terms : (20% , 每小題 5%)

- (A) Career development (5%)
- (B) Share service center (5%)
- (C) Secondary boycott (5%)
- (D) Job sharing (5%)

2、請說明企業在設計其薪資制度時，其相關的步驟與內涵為何。(30%)

- 3. Are people always an organization's most valuable asset? Why or why not? (10 分)
- 4. What is meant by the term "criterion" as it is used in personnel selection? Give examples of criteria used for two jobs with which you are familiar. (10 分)
- 5. What economic, social, and political forces have made employee training even more important today than it was in the past? (10 分)
- 6. What are the pros and cons of trait, behavior, and result appraisals? (10 分)
- 7. 請列舉出台灣今年三月八日開始實施之「兩性工作平等法」的主要內容。(10 分)

