

國立臺灣科技大學
九十三學年度碩士班考試試題

系所組別：企業管理系丙組
科 目：人力資源管理

總分 100 分

1. 何謂「工作分析」？工作分析可得到那些具體結果？

這些結果在管理上有何用途？(35 分)

(35 分)

2. Compensation refers to all forms of financial returns and tangible services and benefits employees receive as part of an employment relationship. Compensation policies and practices are very important for an organization to achieve efficiency and equity. Please answer the following questions on compensation policies and practices.

(1) An organization's pay level policy on external competitiveness is its pay in relation to that of other organizations. The pay level is the average rates for job in relationship to the competitor's average rates. What factors shape an organization's pay level? Why does an organization adopt a lead policy in pay level as the efficiency wage theory predicts? (15 分)

(2) Identify two examples of pay-for-performance plans. Discuss how the two pay-for-performance plans may affect pay equity. (10 分)

(3) Define the following compensation practices: job-based pay, skill-based pay, and competency-based pay. (10 分)

3. 何謂「個人-組織契合(person-organization fit)」？其在人員招募活動上有何涵義？(30 分)

