

國立臺灣科技大學

九十四學年度碩士班招生考試試題

系所組別：企業管理系碩士班丙組

科 目：人力資源管理

總分 100 分

(15 分) 1. Why do you think cognitive ability is a valid predictor of performance in many jobs? Can you think of three jobs in which cognitive ability might not be a valid predictor of performance?

(15 分) 2. Some researchers have suggested that contextual performance (i.e., organizational citizenship behavior) is not actually part of the job, but rather “extra” things employees can do to benefit the organization. Should employers select employees based on these “extras”? Why or why not?

3、(25 分)

許多公司認為人力資本是最重要的組織資源，因其具備為組織產生正向價值、不易被競爭者模仿、無法以他項資源取代等特質。而企業教育訓練則是投資人力資本重要的手段。請問：企業組織應如何設計有效學習的教育訓練系統？

4、(25 分)

隨著全球各國政治環境與經濟活動力的遞嬗變化，近年來台商企業跨入東南亞、中國大陸與歐美市場蔚為風潮。請問：母國中心式、地主國中心式與全球中心式等三項的人力資源任用導向，存在那些策略性用人思考？並請比較說明其間的差異內容？

(10 分) 5. What is a cafeteria benefits program? What are the advantages and disadvantages of this approach to benefits?

(10 分) 6. Discuss the differences between defined-benefit and defined contribution retirement plans.

