

國立台灣科技大學九十五學年度碩士班招生試題

系所組別：企業管理系碩士班丙組、丙一高職教師組

科目：人力資源管理

人力資源管理 總分 50 分

1. Please provide two motivation theories and discuss how the theories can be used to design employee benefit program. You are required to first, introduce the theories, and second discuss how they are applied to the design of employee benefit program. (20 分)

2. Terminology definition (total 20 分; 4 分 for each question)
 - A. Assessment center
 - B. Compressed workweek
 - C. BARS (Behaviorally anchored rating scale)
 - D. Broadbanding
 - E. Leniency effect

3. Please provide general guidelines for how performance appraisal should be done to avoid the potential legal disputes. (10 分)

- 4、試請從策略性人力資源管理 (Strategic Human Resource) 觀點，申述「人力資源計分卡 (Human Resource Scorecard)」的討論內容為何？(25 分)

- 5、試請申述：「企業員工教育訓練活動」與「學習型組織建構」的關聯性為何？(25 分)

