

## 國立台灣科技大學九十六學年度碩士班招生試題

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 ]

1. Employee interviews are the most widely used selection tools by companies. The following questions concern interview techniques.
  - (a) Define structured interviews, unstructured interviews, and situational interviews. (5%)
  - (b) Specify the differences and similarities among these interview techniques. (5%)
  - (c) Specify the potential advantages and disadvantages of these interview techniques. (5%)
2. Definition:
  - (a) realistic job preview (4%)
  - (b) needs assessment (4%)
  - (c) gain sharing (4%)
  - (d) recruiting yield pyramid (4%)
  - (e) test validity (4%)
3. The following questions concern personality:
  - (a) Define personality. (3%)
  - (b) What are the potential challenges in measuring personality? (5%)
  - (c) Specify the potential application of personality in the practices of human resources management. (7%)
4. Please discuss Kirkpatrick's evaluation model for training effectiveness. (15%)
5. The following questions concern performance appraisal:
  - (a) Explain what the "goal-setting theory" is. (8%)
  - (b) How can it be applied to performance appraisal? (10%)
  - (c) Specify three rater's errors that often occur in performance appraisal. (9%)
  - (d) How can these rater's errors be avoided? (8%)