

國立台灣科技大學九十八學年度碩士班招生試題

系所組別：技術及職業教育研究所碩士班

科目：教育學

(總分爲 100 分)

- 一、由於網路科技的日漸普及，網路融入教學也益形重要；然而成功的網路融入教學亦需有學習理論的支持。試說明訊息處理理論 (information processing theory) 之意涵(10 分)，並從注意力(5 分)、編碼(5 分)、記憶提取(5 分)等觀點，討論訊息處理理論對網路融入教學之啟示。
- 二、試以行為主義與人本主義之理論要義陳述兩者學習動機的差異，並陳述內、外在動機對學習之影響。(25 分)
- 三、請根據 Taylor(1980)所提出的：電腦在學校中所扮演的角色有三種(3T)：Tutor, Tool 和 Tutee，闡述當今數位科技在學習中所扮演的角色，並舉例說明之。(25 分)
- 四、

“Organizational development can be distinguished from change management and organizational change. OD and change management both address the effective implementation of planned change. They are both concerned with the sequence of activities, processes, and leadership issues that produce organization improvements. They differ, however, in their underlying value orientation. OD’s behavioral science foundation supports values of human potential, participation, and development in addition to performance and competitive advantage. Change management focuses more narrowly on values of cost, quality and schedule. As a result, OD’s distinguishing feature is its concern with the transfer of knowledge and skill so that the system is more able to manage change in the future. Change management does not necessarily require the transfer of these skills. In short, all OD involves change management, but change management maybe not involve OD.

Similarly, organizational change is a broader concept than OD. As discuss above, organization development can be applied to managing organizational change. However, it is primarily concerned with managing change in such a way that knowledge and skills are transferred to build the organization’s capacity to achieve goals and solve problems. It is intended to change the organization in a particular direction, toward improved problem solving, responsiveness, quality of work life, and effectiveness. Organizational change, in contrast, is more broadly focused and can apply to any kind of change, including technical and managerial innovations, organizational decline, or the evolution of a system over time. These changes may or may not be directed at making the organization more developed in the sense implied by OD.”

1. 請問本文想表達的概念為何？(10 分)
2. Why is the “Organizational Development” such an important issue today and what might be the major trends shaping change in organizations today? (15 分)

