

國立台灣科技大學九十九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

(總分為100分)

1. 現在社會普遍認為，台灣有 M 型化社會的特徵，請問：
 - (a) 何謂 M 型化社會？請利用座標圖輔助說明您的定義（請將 X、Y 座標標示出來）(10%)
 - (b) M 型化社會與勞動市場的相互影響為何？(7%)
 - (c) 政府與勞動者應該如何因應 M 型化的社會？(8%)

2. 企業界常用強迫分配法來評估績效。請說明：
 - (a) 何謂強迫分配法？(5%)
 - (b) 強迫分配法的優缺點為何？(10%)
 - (c) 對於各評估等級的員工，有何管理策略？請從員工的能力與工作動機來說明。(10%)



國立台灣科技大學九十九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

(總分為100分)

(20分) 3、In what circumstances may an employer wish to pay individuals on the same job different wages? In what circumstances may an employer wish to pay all individuals in the same job the same wages?

(15分) 4、Discuss the internet as a recruiting source. What are some positive aspects? What are the dangers? How could it change recruiting?

(15分) 5、“Plateaued,” “entrenched,” and “trapped” are words used to describe people who have reached a limit to their career progress, measured either by upward movement or by growth in their work skills. How can career systems be designed to minimize the chance that employees will face plateaus? Should such plateaus be seen as a problem? Why or why not?

