

淡江大學九十一年度碩士班招生考試試題

系別：企業管理學系

科目：管理學

127-1

准帶項目請打「○」否則打「×」	
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本試題共 二 頁

一、選擇題：10分（單選題；每小題2分，不倒扣）

1. Which group is most likely to resist the changes ?
 - a. new employees
 - b. senior employees
 - c. new managers
 - d. stockholders
2. Which of the following is an assumption of rationality ?
 - a. The problem is ambiguous.
 - b. Multiple goals are to be achieved.
 - c. All alternatives and consequences are clear.
 - d. Time and cost constraints are known.
3. All but which of the following are characteristics that profile an entrepreneurial personality ?
 - a. high need for achievement
 - b. believe they can control their own destinies
 - c. high need for profits
 - d. take only moderate risks
4. Which of the following is not a contingency factor in delegation ?
 - a. the size of the organization
 - b. the importance of the duty or decision
 - c. task simplicity
 - d. employee qualities
5. If organizational culture is open and supportive, controls should be :
 - a. formal and externally imposed.
 - b. elaborate and comprehensive.
 - c. informal, self-control.
 - d. clearly defined.

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二、下列各敘述句均有問題，請分別指出其問題何在？並簡要加以說明之。
(共 20 分, 每小題 4 分; 中、英文作答均可)

1. The Hawthorne studies showed that piece-rate pay systems are effective in increasing worker output up to the limit of the workers' physical capacity.
2. The three broad categories of managerial roles Henry Mintzberg identified are organizational, interpersonal, and informational.
3. The most appropriate adaptation model strategy for a very dynamic, risky environment is the analyzer strategy.
4. According to expectancy theory, motivation is a function of the perceived ratios of outcomes/inputs for the individual and some referent other.
5. Information systems require the use of a computer.

三、下列乃是幾個英文字縮寫而成的管理上用語，請分別將其完整的英文字寫出及譯成中文，並簡要說明其意義。(共 30 分，每小題 6 分)

1. PERT
2. OD
3. JCM
4. ERG
5. LMX

四、請簡要比較「效率 (efficiency)」與「效果 (effectiveness)」的不同；並對政府是否應開放八吋晶圓廠至中國大陸的議題，分別從「效率」及「效果」兩方面去分析贊成者與反對者的不同觀點。(20 分)

五、請描述學習型組織 (learning organization) 的特性？一位領導者欲塑造一個學習型組織時，應扮演甚麼樣的角色？以上請詳加申述之。(20 分)