

國立中山大學 102 學年度碩士暨碩士專班招生考試試題

科目名稱：組織與人力資源管理個案分析【人管所碩士班丙組】

題號：445001

※本科目依簡章規定「不可以」使用計算機

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一、

1. 何謂組織學習能力？請用任何一家公司舉例說明(10 分)
2. 組織學習能力與人力資源管理有何關聯性？請用任何一家公司舉例說明(15 分)

二、

1. 何謂組織的動態能力？請用任何一家公司舉例說明(10 分)
2. 如何運用雙元性策略建立組織的動態能力？請用任何一家公司舉例說明(15 分)

三、請參考以下的報導，並以人力資源管理的學理觀點分析，立法院如此決議國營事業的年終獎金是否恰當？若不恰當，應更改為何？(25 分)

目前國營事業的年終獎金是指「績效」和「考成」獎金；績效獎金須先排除政策因素算出盈餘，再經公式核算盈餘後發給，上限為 2.6 個月。考成獎金部分為結合年度團體考成和個人考核，依「等第」發給不同標準獎金，由行政院長核定前一年度考成後發放，現行最多 2 個月。以公銀行庫為例，最高 2.6 個月的「績效獎金」和最高 2 個月的「考核獎金」，合稱最高 4.6 個月的「經營績效獎金」。

經濟部日前核定了績效獎金中油 2.6 個月、台電 1.65 個月、台水 1.46 個月、台糖 1.31 個月。但因國內經濟景氣不佳，國營事業經營績效未達盈餘，卻還能領高額年終獎金，引發社會強烈反感。最後立法院朝野協商達共識，中油、台電、台灣自來水公司、台糖等四家國營事業今年要領的 100 年度績效獎金，從最高 2.6 個月砍成最多領 1.2 個月。

四家國營事業主管低調表示一切依立法院決議辦理，但中油、台電工會反彈激烈，揚言上街頭抗爭。台電工會理事長胡國康批評，立委是為了作秀、取寵於民，「不排除走上街頭表達意見！」電力工會第一分會常務理事姚江臨也罵立委「欺人太甚」、「政府竟無能至此！」台水企業工會理事長簡炯勳說，政府不能一方面做好人干預水電油價格，另一方面又以績效不好為由拿員工開刀，對基層員工是一大打擊。台糖工會聯合會理事長林裕發說，國營事業背負太多政策任務，政府卻拿小員工開刀，「要檢討獎金應連公務員一起檢討」。中油員工林先生說：「在國營事業工作同樣要繳稅、繳房租，因為立委和政府莫名其妙的決策就要追回已發給員工的獎金，是要員工怎麼過生活？」一名台電員工也說，虧損都是配合政策造成的，「台電就像是砧板上的一塊肉任人宰割，真的很無奈！」

四、請參考以下的報導，並以人力資源管理的學理觀點分析，公務機關與國營事業應否舉辦尾牙？若要續辦，是否需要調整？(25 分)

1. 總統府發言人范姜泰基正式宣布，由於整個國家景氣還沒完全恢復，為避免

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出現公務員吃喝的負面形象，同時也要考量財政支出問題，總統府今年取消員工尾牙，但馬英九總統還是會用適當的方式，來表達對總統府員工這一年來辛勤工作的感謝。范姜泰基表示，總統府雖然取消尾牙，但其他單位仍可自行決定舉辦與否，總統府鼓勵一般民眾正常消費。

2. 行政院發言人鄭麗文表示，陳冲院長非常感謝同仁們一年來的努力和付出的辛勞，行政院將提供一定經費的補助，由院本部內的各處室自行規劃辦理慰勞同仁的相關活動。鄭麗文更強調，吃尾牙是習俗，無論是政府機構或民間企業，舉辦尾牙慰勞同仁，行政院都非常支持。

3. 台酒去年大賺 120 億元，行政院一聲令下尾牙被臨時取消。台酒員工：「有一點太超過，其實大家也是有認真在做事情，然後也有投入。」過去台酒大方犒賞員工，今年卻說停辦就停辦，忘記員工一整年的辛苦貢獻，台酒工會理事長王自來：「士氣當然這一陣子大家都覺得受到委屈，我們公司的長官會努力跟員工工作疏導，不滿情緒是越來越高，我們對國家貢獻那麼大，而且大家是很努力。」一樣幫政府賺賺了 103 億，卻吃不到一攤尾牙的還有公股行庫土銀，土銀工會理事長蔡桂華：「在景氣好的時候，絕對不會想到公務人員，但在景氣不好的時候就拿公務人員開刀。」

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一、名詞解釋：（共 20 分，每小題 5 分）

- (1) 組織發展 (organizational development)
- (2) 受限理性 (bounded rationality)
- (3) 技術複雜度 (technical complexity)
- (4) 交易成本 (transaction cost)

二、問答題

- (1) 請說明 Larry E. Greiner 提出的五階段組織成長模型。（15 分）
- (2) 頂新集團 (康師父) 在中國的方便麵與飲料事業市占率第一的關鍵成功因素有哪些? 請舉例說明 (15 分)
- (3) 鴻海集團的人力資源管理應如何善盡企業社會責任?(15 分)

三、簡答題

- (1) 請說明何謂「情感」、「情緒」、「心情」? (10 分)
- (2) Herzberg 的二因子理論非毫無缺失，請批評之? (10 分)
- (3) 請說明在跨文化的溝通之何謂「文化背景脈絡」? (10 分)
- (4) 請說明領導理論之「行為論」與「權變論」之差異? (5 分)

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This exam consists of two parts: (1) a Grammar, Vocabulary, and Punctuation part, and (2) a Reading Comprehension part. The total number of questions is 50 (2 points per correct answer).

- For the Grammar, Vocabulary, and Punctuation part, choose the word or phrase that fits best in the blank of the given sentence.
- For the Reading Comprehension part, choose the answer that comes closest to the meaning of the text.

1. Grammar, Vocabulary, and Punctuation

1. The strongest evidence of there _____ life on Mars has recently been found.
a. is b. was c. being d. humanoid
2. Brad and Angelina have quite a _____ of children now.
a. number b. collection c. amount d. group
3. Greek people will have to _____ confront their economic problems.
a. roundly b. squarely c. tangentially d. now
4. Daniel is a nice guy, but a bit _____ politeness.
a. lack of b. not so c. too d. lacking in
5. People in China and India are _____ wealthier than 50 years ago.
a. very much b. very many c. financial d. most
6. Will newspaper publishing still be a _____ industry in 2020?
a. potential b. increasing c. viable d. decline
7. Spanish and Portuguese are the _____ languages of Argentina and Brazil.
a. various b. respective c. de facto d. respectable
8. After parking the car, _____ slid down the steep, slippery road.
a. it b. Jennifer c. the keys d. they
9. In ten, seven, or _____ five years, desktop computers will have disappeared.
a. more than b. about c. mostly d. even
10. Why do queens often wear such _____ hats?
a. unbecoming b. unbearable c. unavailing d. uncanny
11. What time today did the professor say you had to hand in the assignment _____?
a. at the latest b. finally c. by d. on
12. She studies medicine, even though she cannot _____ sick people.
a. abate b. abide c. abet d. ablate
13. Don't call him on a Sunday morning: quietness at that time, to him, is _____.
a. sacrilege b. sacrosanct c. sacerdotal d. secular
14. Off and on, Sylvester _____ health problems all his life.
a. has b. was been having c. has been having d. is having
15. As she grew older, her knowledge of Chinese philosophy _____.
a. deepens b. deepened c. deepening d. profound

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16. Use your time well _____ you won't be able to finish your task!
a. : or b. , or c. , d. ;
17. I like the _____ 7-Eleven stores in Taiwan's cities and villages.
a. convenience b. ubiquitous c. everywhere d. ulterior
18. We spent the holiday at my wife's _____ house.
a. parents b. parents' c. parent's d. parents's
19. Sandra is smart, but the graduate entrance exam remains a _____ obstacle for her.
a. fortuitous b. formative c. foundational d. formidable
20. Swimming across Sun Moon Lake _____ exhausted!
a. really is b. would leave anyone c. did leave anyone d. really was
21. During their life together, her taste in music _____ from his.
a. diverged b. diversified c. directed d. divided
22. When bicycling in Kaohsiung, _____ can be very dangerous to everyone on the road.
a. traffic b. the sun c. cars d. teenagers
23. The whole point of education is to allow people to _____ their promise and potential.
a. realize b. keep c. foster d. maintain
24. There was hardly any water in the reservoirs: the drought had _____ emptied them.
a. already b. entirely c. all but d. eventually
25. The teacher insisted angrily that the recalcitrant boy _____ the principal.
a. goes to b. see c. goes to see d. sees
26. Carla was so _____ in playing "Temple Run" on her phone that she forgot where she was.
a. interested b. absorbed c. transported d. busy
27. What _____ we to make of his strange behavior?
a. are b. reaction are c. conclusion are d. deduction are
28. James: "You probably are not hungry yet?"
Karola: "_____. I just ate a piece of cheese cake."
a. Yes, indeed b. No, indeed c. Me neither d. Me too
29. _____ this information on time, we then would not have missed the plane.
a. Had I b. Had I been given c. I haven't had d. Given
30. Did you ever _____ emigrating to Australia?
a. think b. inquire c. consider d. want to
31. _____ a light concussion, I experienced no bad effects from the car accident.
a. Next to b. Apart from c. In addition to d. Because of

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32. Celine could not hold back her tears when she heard Lance Armstrong ____ doping.
a. confess to use b. confessing to use c. confess to using d. confess to having used
33. Rihanna (the singer ____ my parakeet is named) is back with rapper Chris Brown again.
a. after whom b. like who c. for whom d. to whom
34. The military police in Cairo ____ the crowd of young protesters ruthlessly.
a. disposed b. displayed c. dissembled d. dispersed
35. ____ the Chinese government calls it fog, everyone knows Beijing is shrouded in smog.
a. Although b. Despite c. Unless d. Unlike
36. Concerned about his injuries, he went to a doctor ____ a specialist in his field.
a. who was b. , who was c. , that was d. that was
37. That politician's remark really wasn't ____ to the discussion, I thought.
a. necessary b. pertinent c. reliable d. remedial
38. For a nervous person like Damien, going to the dentist is a real ____.
a. adventure b. chore c. blast d. ordeal
39. Did you know that the word *mascara* ____ from the Italian word for *mask*?
a. is derailed b. is despoiled c. is derived d. is deracinated
40. Looking back on his life, he regretted how much of it he had ____.
a. squabbled b. squashed c. squandered d. squatted

2. Reading Comprehension

I

The first bicycles were made of wood. Cycle manufacturers then switched to steel tubes. These days, for high-end bikes where weight is at a premium, they use aluminum alloys or, lighter even, carbon fiber. But Izhar Gafni, an amateur cyclist, proposes to go back to using wood—or, rather, a derivative of wood, namely cardboard.

Mr Gafni, who is based in Israel, spent years trying to work out how to make a cardboard bicycle able to support the weight of a human being. The trick is twofold. First, he folds the cardboard—made from recycled paper—to increase its strength. Then, once it is folded, he treats the result with a proprietary resin that holds it in shape and stiffens it, before cutting it into the form of the component required. A second application of resin renders the component waterproof, and a lick of lacquer makes it look good. The result is stronger than carbon fiber.

The bike's frame, wheels, handlebars and saddle are all made of cardboard in this way. The tires are composed of solid rubber, which is recycled from old car tires. That makes the ride a little harder than if the tires were pneumatic, but means they cannot be punctured.

The chain, based on the timing belt of a car, is also made from car-tire rubber. The pedals are plastic recycled from bottles and the brakes are recycled too. The finished product weighs 9kg, a bit less than an

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ordinary steel-framed bike, and can carry a rider weighing 220kg.

Mr Gafni's target market is the poorer countries of the world. Because manufacturing the cardboard bike will, he reckons, cost \$9-12 a unit, his design is far more affordable than a steel-framed bike.

(Adapted from The Economist, 1 Dec. 2012)

41. Mr. Gafni's bike is made of
a. aluminum alloy b. steel tubing c. carbon fiber d. a wood derivative
42. Because Mr. Gafni treats the material with which he builds his bike with a resin,
a. it becomes strong and attractive to look at;
b. it becomes water-proof and attractive to look at;
c. it becomes strong and water-proof;
d. it becomes strong and attractive to look at
43. The weight of the various makes of bicycles, from heavy to light is:
a. aluminum, steel, carbon fiber, cardboard bikes;
b. steel, carbon fiber, cardboard, aluminum bikes;
c. steel, cardboard, aluminum, carbon fiber bikes;
d. cardboard, steel, aluminum, carbon fiber bikes
44. Mr. Gafni intends
a. to sell his bikes for 9-12 dollars in the poorer countries of the world;
b. to manufacture his bikes for 9-12 dollars in the poorer countries of the world;
c. to use non-pneumatic tires for bikes to be sold in the poorer countries of the world;
d. to sell his bikes in the poorer counties of the world
45. Mr. Gafni's bike has tires that,
a. are wider than ordinary bicycle tires, because they are made of recycled car tires;
b. are made of solid rubber, so that you can ride faster on them;
c. are made of solid rubber, so that they can support the weight of 220kg riders;
d. give a harder ride but also cannot puncture

II

Scientists have long thought that aging could be caused by molecular damage that accumulates in our bodies over the course of time. The damage is an unavoidable by-product of breathing oxygen and other metabolic processes that are necessary to life. Eventually, damaged cells stop working, or worse, adopt new functions that trigger cancerous growth or degrade important tissues in the brain, skin and other organs.

But investigators have conducted several experiments over the past few years that challenge this so-called oxidative stress theory of aging. For example, a tiny mouse-like creature known as the naked mole rat manages to live up to 30 years (about 10 times longer than a similarly sized mouse) despite accumulating a much greater level of oxidative damage in its tissues than other rodents.

Now there are three ideas that scientists have come up with to try to explain why naked mole rats live so long: Maybe oxidative damage doesn't cause aging. Maybe naked mole rats are evolutionary oddities. And maybe it's not oxidative damage that is the problem but how the cell responds to the damage.
(Adapted from scientificAmerican.com)

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46. This article suggests that
- aging is caused by molecular damage that accumulates in our bodies over time;
 - the oxidative stress theory of aging may not fully explain why we age;
 - the naked mole rat accumulates an unusually high level of oxidative damage in its tissues;
 - the naked mole rat is an evolutionary oddity.
47. Molecular damage is
- the unavoidable by-product of breathing polluted air;
 - explained by the so-called oxidative stress theory of aging;
 - an unavoidable metabolic process;
 - the unavoidable by-product of metabolic processes, such as breathing, necessary for life
48. Damaged cells
- can assume functions that cause cancerous growths or harm important body tissues;
 - can impair breathing and other metabolic processes;
 - occur especially in the brain, skin, and other organs;
 - cause molecular damage that accumulates in our bodies over the course of time
49. Scientists have the idea, among other things, that
- oxidative damage does not cause aging;
 - oxidative damage probably does not cause aging;
 - oxidative damage is one of the factors that cause aging;
 - perhaps oxidative damage is not the cause of aging
50. The main purpose of the scientists referred to in this article is probably
- to understand how aging effects human bodies;
 - to understand what causes aging, especially in small rodents;
 - to understand how humans may live longer;
 - to understand what causes aging, especially in human beings

End of the English Entrance Examination

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請勿於試題紙上作答

一、計算問答題 (100%)

1. 某研究生打算調查台灣地區大學生每日平均上網時間。根據過去的資料顯示，大學生每天平均的上網時間為 200 分鐘，標準差 36 分鐘。如果該生打算重新調查這個現象，請問在 95% 信賴區間 (confidence interval)，要估計大學生每日平均上網時間，並且希望能將誤差控制在 1 分鐘左右，該生至少需要抽取多少樣本 (20%)？
2. 某股份有限公司旗下有甲乙兩家子公司，由於這兩家子公司的製程技術都同樣來自母公司，因此所生產產品的瑕疵率皆為 0.10。為鼓勵兩家公司彼此良性競爭，母公司頒布如下公告：只要兩家子公司中的任何一家產品的瑕疵率比另一家少 0.01，那麼當年度該子公司的員工可多得一個月的年終獎金。現在隨機從這兩家公司各抽取 100 個產品進行檢視，請問甲公司員工可以多得一個月年終獎金的機率有多大？又如果各抽取 200 個產品，機率值是否仍然相同？如果兩次抽樣結果所計算的機率值不一樣的話，請說明理由 (20%)。
3. 某研究人員欲了解組織所舉辦之教育訓練是否與提升公司內員工之組織認同有所關聯，於是蒐集了以下資料。請寫下欲檢驗的虛無與對立假設，並完整呈現所使用的統計檢定量 (test statistics)、顯著水準 (significance level)、判斷臨界值 (critical value) 以及統計上的推論 (20%)？

		訓練後	
		認同	不認同
訓練前	認同	10	90
	不認同	60	40

4. 請針對下列四種統計方法，分別針對 (1) 它所能達成的分析功能 (2) 及其適用的變數測量型態予以說明 (20%)。
 - a. 單一樣本 t 檢定
 - b. 獨立樣本 t 檢定
 - c. 相依樣本 t 檢定
 - d. 單因子變異數分析
5. (1) 請說明簡單線性迴歸分析的使用目的、對資料的基本假設要求，以及研究人員可利用哪些指標或圖形，來評估模型與資料的適配度 (10%)。
(2) 何謂線性重合？有無指標或方法協助診斷線性重合？線性重合會對迴歸模型造成何種影響效果？如何減低線性重合發生的可能性？ (10%)

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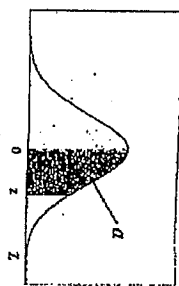
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t 分配臨界值表
 $P(t > t_\alpha) = \alpha$



df	$t_{.99}$	$t_{.95}$	$t_{.90}$	$t_{.85}$	$t_{.80}$	$t_{.75}$	$t_{.70}$	$t_{.65}$	$t_{.60}$	df
1	3.078	6.314	12.706	15.995	19.000	21.000	22.318	23.308	24.000	1
2	1.886	2.920	4.303	5.162	5.959	6.581	7.172	7.709	8.163	2
3	1.638	2.353	3.182	3.747	4.180	4.541	4.838	5.085	5.299	3
4	1.533	2.132	2.776	3.247	3.686	4.047	4.303	4.515	4.698	4
5	1.476	2.015	2.571	3.068	3.500	3.851	4.067	4.257	4.418	5
6	1.440	1.943	2.447	2.933	3.371	3.714	3.921	4.101	4.252	6
7	1.415	1.895	2.365	2.851	3.299	3.639	3.846	4.022	4.173	7
8	1.397	1.860	2.306	2.806	3.259	3.605	3.811	3.998	4.149	8
9	1.383	1.833	2.262	2.762	3.230	3.581	3.787	3.972	4.135	9
10	1.372	1.812	2.228	2.728	3.205	3.558	3.764	3.948	4.121	10
11	1.363	1.796	2.201	2.718	3.186	3.541	3.749	3.933	4.116	11
12	1.356	1.782	2.179	2.681	3.165	3.523	3.732	3.918	4.109	12
13	1.350	1.771	2.160	2.650	3.147	3.507	3.717	3.903	4.102	13
14	1.345	1.761	2.145	2.624	3.131	3.492	3.702	3.889	4.096	14
15	1.341	1.753	2.131	2.602	3.117	3.478	3.687	3.876	4.091	15
16	1.337	1.746	2.120	2.583	3.104	3.465	3.674	3.864	4.086	16
17	1.333	1.740	2.110	2.567	3.092	3.453	3.662	3.852	4.082	17
18	1.330	1.734	2.101	2.552	3.081	3.442	3.651	3.841	4.079	18
19	1.328	1.729	2.093	2.539	3.071	3.432	3.641	3.831	4.076	19
20	1.325	1.725	2.086	2.528	3.062	3.424	3.632	3.822	4.074	20
21	1.323	1.721	2.080	2.518	3.053	3.416	3.624	3.814	4.072	21
22	1.321	1.717	2.074	2.508	3.045	3.409	3.617	3.807	4.070	22
23	1.319	1.714	2.069	2.500	3.038	3.402	3.610	3.800	4.069	23
24	1.318	1.711	2.064	2.492	3.031	3.396	3.604	3.794	4.068	24
25	1.316	1.708	2.060	2.485	3.025	3.391	3.600	3.789	4.067	25
26	1.315	1.706	2.056	2.479	3.020	3.387	3.596	3.785	4.066	26
27	1.314	1.703	2.052	2.473	3.015	3.383	3.592	3.782	4.065	27
28	1.313	1.701	2.048	2.467	3.011	3.380	3.589	3.779	4.064	28
29	1.311	1.699	2.045	2.462	3.007	3.377	3.586	3.776	4.064	29
∞	1.282	1.645	1.960	2.326	2.576	3.183	3.471	3.671	3.969	∞

標準常態累加機率值表
 $P(0 < Z < z) = \alpha$



z	.00	.01	.02	.03	.04	.05	.06	.07	.08	.09
0.0	0.0000	0.0040	0.0080	0.0120	0.0160	0.0199	0.0239	0.0279	0.0319	0.0359
0.1	0.0398	0.0438	0.0478	0.0517	0.0557	0.0596	0.0636	0.0675	0.0714	0.0753
0.2	0.0793	0.0832	0.0871	0.0910	0.0948	0.0987	0.1026	0.1064	0.1103	0.1141
0.3	0.1179	0.1217	0.1255	0.1293	0.1331	0.1368	0.1406	0.1443	0.1480	0.1517
0.4	0.1554	0.1591	0.1628	0.1664	0.1700	0.1736	0.1772	0.1808	0.1844	0.1879
0.5	0.1915	0.1950	0.1985	0.2019	0.2054	0.2088	0.2123	0.2157	0.2190	0.2224
0.6	0.2257	0.2291	0.2324	0.2357	0.2389	0.2422	0.2454	0.2486	0.2517	0.2549
0.7	0.2580	0.2611	0.2642	0.2673	0.2704	0.2734	0.2764	0.2794	0.2823	0.2852
0.8	0.2881	0.2910	0.2939	0.2967	0.2995	0.3023	0.3051	0.3078	0.3106	0.3133
0.9	0.3159	0.3186	0.3212	0.3238	0.3264	0.3289	0.3315	0.3340	0.3365	0.3389
1.0	0.3413	0.3438	0.3461	0.3485	0.3508	0.3531	0.3554	0.3577	0.3599	0.3621
1.1	0.3645	0.3665	0.3686	0.3708	0.3729	0.3749	0.3770	0.3790	0.3810	0.3830
1.2	0.3849	0.3869	0.3888	0.3907	0.3925	0.3944	0.3962	0.3980	0.3997	0.4015
1.3	0.4032	0.4049	0.4066	0.4082	0.4099	0.4115	0.4131	0.4147	0.4162	0.4177
1.4	0.4192	0.4207	0.4222	0.4236	0.4251	0.4265	0.4279	0.4292	0.4306	0.4319
1.5	0.4332	0.4345	0.4357	0.4370	0.4382	0.4394	0.4406	0.4418	0.4429	0.4441
1.6	0.4452	0.4463	0.4474	0.4484	0.4495	0.4505	0.4515	0.4525	0.4535	0.4545
1.7	0.4554	0.4564	0.4573	0.4582	0.4591	0.4599	0.4608	0.4616	0.4625	0.4633
1.8	0.4641	0.4649	0.4656	0.4664	0.4671	0.4678	0.4686	0.4693	0.4699	0.4706
1.9	0.4713	0.4719	0.4726	0.4732	0.4738	0.4744	0.4750	0.4756	0.4761	0.4767
2.0	0.4772	0.4778	0.4783	0.4788	0.4793	0.4798	0.4803	0.4808	0.4812	0.4817
2.1	0.4821	0.4826	0.4830	0.4834	0.4838	0.4842	0.4846	0.4850	0.4854	0.4857
2.2	0.4861	0.4864	0.4868	0.4871	0.4875	0.4878	0.4881	0.4884	0.4887	0.4890
2.3	0.4893	0.4896	0.4898	0.4901	0.4904	0.4906	0.4909	0.4911	0.4913	0.4916
2.4	0.4918	0.4920	0.4922	0.4925	0.4927	0.4929	0.4931	0.4932	0.4934	0.4936
2.5	0.4938	0.4940	0.4941	0.4943	0.4945	0.4946	0.4948	0.4949	0.4951	0.4952
2.6	0.4953	0.4955	0.4956	0.4957	0.4959	0.4960	0.4961	0.4962	0.4963	0.4964
2.7	0.4965	0.4966	0.4967	0.4968	0.4969	0.4970	0.4971	0.4972	0.4973	0.4974
2.8	0.4974	0.4975	0.4976	0.4977	0.4977	0.4978	0.4979	0.4979	0.4980	0.4981
2.9	0.4981	0.4982	0.4982	0.4983	0.4984	0.4984	0.4985	0.4985	0.4986	0.4986
3.0	0.4987	0.4987	0.4987	0.4988	0.4988	0.4989	0.4989	0.4989	0.4990	0.4990

國立中山大學 102 學年度碩士暨碩士專班招生考試試題

科目名稱：統計學【人管所碩士班甲組】

題號：445004

※本科目依簡章規定「不可以」使用計算機

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χ^2 分配表; $P(\chi^2 > x)$

d.f	α							
	0.99	0.95	0.9	0.1	0.05	0.025	0.01	0.005
1	0.00	0.00	0.02	2.71	3.84	5.02	6.63	7.88
2	0.02	0.10	0.21	4.61	5.99	7.38	9.21	10.60
3	0.11	0.35	0.58	6.25	7.81	9.35	11.34	12.84
4	0.30	0.71	1.06	7.78	9.49	11.14	13.28	14.86
5	0.55	1.15	1.61	9.24	11.07	12.83	15.09	16.75
6	0.87	1.64	2.20	10.64	12.59	14.45	16.81	18.55
7	1.24	2.17	2.83	12.02	14.07	16.01	18.48	20.28
8	1.65	2.73	3.49	13.36	15.51	17.53	20.09	21.95
9	2.09	3.33	4.17	14.68	16.92	19.02	21.67	23.59
10	2.56	3.94	4.87	15.99	18.31	20.48	23.21	25.19
11	3.05	4.57	5.58	17.28	19.68	21.92	24.72	26.76
12	3.57	5.23	6.30	18.55	21.03	23.34	26.22	28.30
13	4.11	5.89	7.04	19.81	22.36	24.74	27.69	29.82
14	4.66	6.57	7.79	21.06	23.68	26.12	29.14	31.32
15	5.23	7.26	8.55	22.31	25.00	27.49	30.58	32.80
16	5.81	7.96	9.31	23.54	26.30	28.85	32.00	34.27
17	6.41	8.67	10.09	24.77	27.59	30.19	33.41	35.72
18	7.01	9.39	10.86	25.99	28.87	31.53	34.81	37.16
19	7.63	10.12	11.65	27.20	30.14	32.85	36.19	38.58
20	8.26	10.85	12.44	28.41	31.41	34.17	37.57	40.00
21	8.90	11.59	13.24	29.62	32.67	35.48	38.93	41.40
22	9.54	12.34	14.04	30.81	33.92	36.78	40.29	42.80
23	10.20	13.09	14.85	32.01	35.17	38.08	41.64	44.18
24	10.86	13.85	15.66	33.20	36.42	39.36	42.98	45.56
25	11.52	14.61	16.47	34.38	37.65	40.65	44.31	46.93
26	12.20	15.38	17.29	35.56	38.89	41.92	45.64	48.29
27	12.88	16.15	18.11	36.74	40.11	43.19	46.96	49.64
28	13.56	16.93	18.94	37.92	41.34	44.46	48.28	50.99
29	14.26	17.71	19.77	39.09	42.56	45.72	49.59	52.34
30	14.95	18.49	20.60	40.26	43.77	46.98	50.89	53.67
40	22.16	26.51	29.05	51.81	55.76	59.34	63.69	66.77
50	29.71	34.76	37.69	63.17	67.50	71.42	76.15	79.49
60	37.48	43.19	46.46	74.40	79.08	83.30	88.38	91.95
70	45.44	51.74	55.33	85.53	90.53	95.02	100.43	104.21
80	53.54	60.39	64.28	96.58	101.88	106.63	112.33	116.32
90	61.75	69.13	73.29	107.57	113.15	118.14	124.12	128.30
100	70.06	77.93	82.36	118.50	124.34	129.56	135.81	140.17

國立中山大學 102 學年度全英語碩士學程招生考試試題

科目名稱：管理學【人管全英語碩士學位學程】

題號：M77001

※本科目依簡章規定「不可以」使用計算機

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I. Please explain the following terms in English (50%)

1. Parkinson's Law (10%)
2. Balanced Scorecard (10%)
3. Maslow's Hierarchy of Needs (10%)
4. Management and Leadership (10%)
5. Michael Porter's Five Forces Model (10%)

II. Short essay questions: Please provide detailed descriptions for each question (50%)

1. (1) Please briefly explain the meaning and main arguments of "equity theory" and "two-factor theory of motivation" (10%); (2) Based on above two theories, how can we design a good compensation system that can help the company to activate employees' work motivation? (15%)
2. (1) Please describe the main roles that human resource (HR) managers or department play in the company (5%); (2) If you were the HR executive of a high-technology company, how can you help your company to achieve strategic goals and enhance the company's competitiveness? (20%)