

一. 解釋名詞：(20分，每題4分，共5題)

1. Customer value
2. Gain sharing program
3. Mass customization
4. Contingent worker
5. Intellectual capital

二. 簡答題：(30分，每題10分，共3題)

1. 何謂矩陣式結構 (matrix structure)及團隊式結構 (team structure)。又，兩者在運作上的異同點為何？
2. 分別說明「垂直整合」與「垂直分工」在組織經營策略上有何意義？
3. 何謂「規模經濟」(economy of scale) 與「範疇經濟」(economy of scope)？請分別定義並「舉例」說明之。

三. 問答題請以中文作答 (50分)

1. When someone once asked Bill Miller, president of EmCare, a leading emergency medical care management group, what it took to be an effective leader, his response was "Great team members" What does this response mean? (10分)
2. Suppose that a leader's style doesn't seem to match the situation. Can a leader's style change to produce a better match? What does Fiedler's theory say about that possibility?(10分)
3. If an organization has managers with all four problem-solving styles, what diversity issues does this pose for employees? (10分)
4. How does the behavioral intentions model help explain that attitude-behavior relationships sometimes may appear to be weak and at other times may appear to be strong? (10分)
5. How could a manager apply ERG theory to motivate employees?(10分)

壹、複選題(請將對的答案全部選出，全對才給分，每題五分) 60%

- () 1. 有關「樣本代表性」之性質，下列敘述何者為真？ ①一個具有代表性的樣本是一個具體而微的母體 ②一個具有代表性的樣本與原有母體具有相同的組成結構 ③樣本是否具有代表性，可透過變異數同質性來檢定 ④若抽出樣本具有代表性，則有效樣本也具有代表性。
- () 2. 下列何種抽樣方法，可望得出一個具有代表性的抽出樣本？ ①便利抽樣 ②街頭訪問 ③群集抽樣 ④普查。
- () 3. 某研究人員調查市民對市長施政的滿意程度，他的訪題是「請問您對市長施政的滿意程度是 (1)非常滿意 (2)很滿意 (3)還算滿意」。這樣的訪題設計是不恰當的，因為它不具備態度量表的 ①完整性 ②互斥性 ③對稱性 ④引導性 原則。
- () 4. 測量是根據法則而分派數字於物體或事件之上。故「測量」有三個要素：①物體或事件，②法則，③數字。問卷調查就是一種測量，在這種測量裡，「物體或事件」指的是 ①問卷裡的題目 ②題目裡的選項內容 ③問卷題目的答案 ④受測者之特質。
- () 5. 下列何種統計量，是次序變數適用的統計量？ ①眾數 ②中位數 ③平均數 ④標準差。
- () 6. 若我們認為 X 變數與 Y 變數有關，於是蒐集經驗資料來進行統計檢定，此時， ① H_1 為 X 變數與 Y 變數有關 ② H_0 為 X 變數與 Y 變數無關 ③統計檢定的對象為 H_1 ④應進行雙尾檢定。
- () 7. 有關型一錯誤 (Type I Error) 與型二錯誤 (Type II Error)，下列敘述何者為真？ ①型一錯誤指不當地拒斥 H_0 ②型二錯誤指不當地接受 H_1 ③當我們以樣本統計量來檢定假設時，無論拒斥或接受，都可能犯錯 ④型一錯誤與型二錯誤有可能同時發生
- () 8. 有關複迴歸方程式的迴歸係數，下列敘述何者為真？ ①若 B_1 (X_1 的 B 值) 大於 B_2 (X_2 的 B 值)，則 X_1 對依變數的淨影響力大於 X_2 對依變數的淨影響力 ②若 β_1 (X_1 的 Beta 值) 大於 β_2 (X_2 的 Beta 值)，則 X_1 對依變數的淨影響力大於 X_2 對依變數的淨影響力 ③若 B_1 大於 B_2 ，則 β_1 大於 β_2 ④若 β_1 大於 β_2 ，則 B_1 大於 B_2 。

- () 9. 有關變異數分析(ANOVA)，下列敘述何者為真？ ①變異數分析的主要目的是要檢驗母體中分組的自變數對依變數是否具有顯著的影響力 ②若分組結果，組間變異對組內變異的比值夠大，達到一定的顯著水準，即可推知自變數對依變數具有顯著的影響力 ③自變數對依變數具有顯著影響力意指各分組的平均數都有顯著差異 ④若F檢定結果達到顯著水準可進一步進行多重比較(multiple comparisons)，多重比較將分組平均數兩兩配對，透過多次t檢定的方式來完成。
- () 10. 有關變異數分析與複迴歸分析，下列敘述何者為真？ ①變異數分析與複迴歸分析的依變數都是一種屬量變數 ②變異數分析與複迴歸分析都分析自變數對依變數所解釋的變異量百分比 ③將變異數分析的自變數，按其類別轉換成N個虛擬變數(N為自變數的類別數)，取其中N-1個對依變數進行迴歸分析，則迴歸方程式對依變數所解釋的變異量與變異數分析的組間變異量(即解釋變異量)是完全相同的 ④變異數分析與(線性)複迴歸分析都不分析自變數群間的交互作用力。
- () 11. 若我們想以「健康」(分健康與不健康兩類)、「財富」(分高、中、低三類)、「婚姻」(分結婚、未婚、離寡三類)三個自變數探討其對依變數「快樂」(分快樂與不快樂兩類)之影響，則下列何種統計方法才是適當的分析方法？ ①複迴歸分析 ②多因子變異數分析 ③洛基對數線性分析 ④羅吉斯迴歸。
- () 12. 若 S_x^2 代表變數 X 的變異數，則 $S_{ax+b}^2 =$ ① S_x^2 ② $S_x^2 + b$ ③ $a S_x^2$ ④ $a^2 S_x^2$ 。

貳、綜合題 40%

- 某調查機構正規劃一項「總統候選人支持度」調查，委託單位要求在95%信心水準下，推論的誤差範圍必須控制在±3%之內，請問該調查機構至少須完成多少有效樣本才能符合規定？若委託單位要求在99%信心水準下，推論的誤差範圍必須控制在±1%之內，則該調查機構至少須完成多少有效樣本才能符合規定？(十分)
- 請舉例說明並比較單一樣本T檢定、獨立樣本T檢定、相依樣本T檢定與單因子變異數分析之分析功能與適用的變數測量型態。(十二分)
- 統計分析的功能在簡化資料訊息，所有統計方法，按納入相同統計系統分析的變數個數，可分為單變數統計法、雙變數統計法與多變數統計法。請在這三類統計法中各列舉五種統計量或分析方法，說明它們的分析功能，並以量化研究為例，說明這三類統計法在現象瞭解上的系統性功能及彼此間的呼應關係。(十八分)

一、選擇題 25 題(共 50 分)

1. 在古典社會學理論家當中，並稱三大家的是 A 馬克思 (Karl Marx)、盧卡奇 (G.Lukacs)、韋伯(M.Weber) B 涂爾幹(E.Durkheim)、紀登斯(A.Giddens)、韋伯 C 馬克思、涂爾幹、葛蘭西(A.Gramsci) D 馬克思、韋伯、涂爾幹。
2. 費孝通將中國人的社會運作與西方社會的運作做比較，若西方社會的運作模式稱為團體格局，則針對中國社會的群己關係有一特定的名詞稱作 A 家庭格局 B 差序格局 C 倫理格局 D 以上皆非。
3. 因為國家設立了對於少數民族的保障名額，使原來的就業市場、還有以個人能力為主的競爭法則受到扭曲，使的原本的教育與工作機會受到扭曲叫做 A 族群保護 B 特別保障法 C 倒轉歧視 D 以上皆可。
4. 關於紮根理論(grounded theory) 下列敘述何者有誤 A 一種質化的研究方法 B 適用在新興的研究領域 C 容易受到權威的支配 D 以上皆正確。
5. 我們經常以玫瑰、康乃馨等花卉作為表達某種情感的象徵，以 V 表示勝利，這是一種以 A 符號 B 認同 C 共同語言 D 圖騰表記 等簡便的方式來進行社會溝通。
6. 下列哪一個不屬於雙親扮演的角色對子女的教養方式 A 殉道型 B 朋友型 C 警察型 D 以上皆不屬於。
7. 在初級團體與次級團體的比較中，下列何者正確 A 初級團體多半存在農業社會或較親密的非正式團體中 B 次級團體多半指的是工業社會現代組織非正式團體的關係特質 C 相較之下，次級團體表現出合作友善的關係 D 以上皆正確。
8. 列馬特 (M.Lemert) 將偏差分為初級偏差與次級偏差，以下敘述何者為正確 A 初級偏差是指單純違反規定而言，對行為者與動機不做研究 B 次級偏差針對違反規定者的行為動機加以推論研究 C 初級與次級偏差並不會對造成任何社會反應 D 被視為偏差者，自己逐漸把自己界定為偏差者的過程稱為定位。
9. 關於權威的說法何者正確 A 涂爾幹將權威分成三種類型：法理的、感召的與傳統的 B 若權威得不到社會的贊同，則此權威稱為「強制力」 C 權力是控制別人行為的能力，權威則是控制別人行為的權利 D 當一個人因為有英雄事蹟的表現而得到權威，這種權威通常是可以世襲的。
10. 宗教係指信徒團體人為神聖的一套信仰與實務，根據法國社會學家涂爾幹為宗教做的定義，下列哪些不為宗教所必須的元素 A 聖物 B 圖騰 C 信仰 D 儀式。
11. 就教育的功能論觀點出發，下列哪一個不為教育所包括功能 A 政治與社會的整合 B 選拔人才與階級流動 C 文化傳遞與社會化 D 以上皆為教育所包括的功能。

12. 下列敘述何者有誤？ A 效度是衡量科學研究所要測量的與實際測量之間相互符合的程度 B 信度是指一個研究由同一個人或不同的人重複進行研究，均能獲得相同結果的程度 C 自己親身到圖書館或戶政機關蒐集得到的資料稱為第一手資料 D 為了檢定假設，研究人員通常都是有系統的操作自變數，觀察應變數所受到的影響。

13. 將研究方法中的歷史探究法與內容分析法作比較，下列何者為非 A 前者為從過去類似的事件脈絡中發現事件模式的研究程序 B 後者為發現史料與當代資料中的相關事實 C 後者的面臨到的挑戰在於由別人所蒐集或因其他理由而蒐集的資料去找出研究人員自己想知道的答案 D 相較之下，後者的優點為不具有干擾性，研究人員對研究的事件毫無影響。

14. 文化是生活中被視為理所當然的部分，則文化所包含的要素中不包括 A 認同 B 規範 C 價值 D 符號。

15. 就社會互動而言，下列何者正確 A 社會互動指人們的態度、感情和行動互相影響的過程，社會互動有許多的探究方法，最常被使用的是俗民論 B 高夫曼（Goffman）從戲劇表演的觀點來看社會互動，此觀點稱為戲劇論 C 一個人在別人面前表演時受到社會印象的操縱，這個現象被成為表面功夫 D 一個人從周圍的環境中，不斷的取得訊息，並且透過社會定義，使這個訊息能被了解，社會互動論將這過程稱為「建構現實」。

16. 下列有關於日本組織的形容，何者為非 A 大內（William G. Ouchi）將日本經理的管理技術稱為「Z型」 B 日式組織的特徵為永久雇用 C 日式組織強調團體成就勝於個人成就 D 一種由上而下的權威。

17. 在階層化的過程中，社會被分層，位於各階層的人擁有不同量的稀有且可欲的資源或酬賞，以下有關的敘述何者為非 A 韋伯強調社會階層並非純屬於財富的問題，金錢不等於聲望或權力 B 所得是指人們所擁有的一切，即屬於一個人或團體的每件事物的價值總合 C 聲望的是一個人或一群人對他們認為超過水準的表現或才能，所給予的一種尊重、敬意或贊同 D 以上皆正確。

18. 從鉅視觀點看社會變遷，下列敘述何者為非 A 社會變遷的演化觀點盛行於十九世紀後半期 B 涂爾幹在「社會分工」提出演化的架構，其中在簡單社會中分工極少、結構不分化、且人們具有一套共同的價值，社會成員團結的主要來源來自道德，這種凝聚力稱「機械連帶」 C 在「社會分工」中，隨人口的成長，有越來越多的分工，有效的利用資源，因此社會分化成越來越專門的單位，單位間彼此互相依賴，這樣的凝聚力稱為「機械連帶」 D 以上皆正確。

19. 在研究方法中，科學家建立因果關係最有效的技術是哪一種 A 實驗法 B 調查法 C 實地觀察法 D 二手資料分析法。

20. 訪談中，研究者事先決定研究的範圍或特殊的爭論題目，在訪問時讓受訪者以自己的方式說出意見，這是哪一種訪問類型 A 結構式 B 非結構式 C 問答式 D 半結構式。

21. 在科層體制中一個人最後擔任的職位，往往超過他們的能力與才幹，這現象可以用下列哪一個詞來表現 A 帕金森定律 B 金字塔 C 彼得原理 D 以上皆非。
22. 在人口學中，下列哪一項不是在人口普查中主要精確測量的項目 A 出生數 B 失蹤數 C 死亡數 D 遷移。
23. 下列關於社會變遷的觀點敘述，哪一個有誤 A 演化的觀點，強調社會結構將日益分化與複雜化 B 循環觀點，認為社會與文明是在發展與衰落的階段之間起伏 C 衝突觀點，強調社會衝突與其所產生的變遷普遍存在於所有社會之中 D 以上皆正確。
24. 下列哪一個不屬於社會變遷的來源 A 人口成長 B 民主運動 C 創新的科技與觀念 D 傳播。
25. 在社會變遷的的觀點中，電腦對工作場所以外的地方都會發生影響，下列哪一個不為電腦影響的面向 A 決策性的工作 B 個人的權力與隱私 C 個人的形象 D 社會的權力分配。

二、名詞解釋 6 題（共 30 分）

1. Collective memory(集體記憶)
2. Socialization (社會化)
3. Globalization(全球化)
4. Charismatic(卡里斯瑪權威)
5. Parkinson Law(帕金森定律)
6. Self-fulfilling prophecy (自我實現預言)

三、問答題 1 題(共 20 分)

有人認為社會運動的發生是民主社會的常態。它使得社會中的不同群體特別是弱勢群體，有機會表達對於政策的看法或是利益受到損害的不公義的情形；當然也有人持負面的看法，認為它造成對立與衝突，不利社會安定與和諧。請問什麼是社會運動？請給予一個簡單的定義並簡述社會運動的特徵。

English

Please number the items on your answer sheet.

I. Structure and vocabulary (50%)

Part (A): In questions 1-10 each sentence has four underlined words or phrases. The four underlined parts of the sentence are marked (A), (B), (C), and (D). Choose the **one** underlined word or phrase that must be changed in order for the sentence to be correct. (20%)

1. The singer-actor Lyle Lovett is ten years older than Julia she married him in 1993, but they
 A B C
split up after less than two years.
 D
2. Since then, Roberts has appeared in fourteen films. Most recently, "My Best Friend's Wedding"
 A B C
and "The Conspiracy Theory."
 D
3. Only afterward, when her cancer was finally obliterated, does she start to go downhill.
 A B C D
4. Conceiving a child has become an expensive and stressful ordeal, but assisted fertility treatment s
 A
developing over the last two decades have made parents out of couples who once had little hope.
 B C D
5. In addition to the child-care industry, a number of service businesses has formed to fill the
 A B C D
 gaps for families with two busy commuters.
6. The El Niño effects on climate and socioeconomics have seen all over the world, and research
 A B
into this complicated climatic condition is intensifying.
 C D
7. Coffee contains caffeine, furthermore, chocolate, tea, and cola also contain significant amounts
 A B C D
 of caffeine.
8. Scientists believe that by altering the genetic composition of plants it is possible to develop
 A
 specimens that are resisting to disease and have increased food value.
 B C D
9. After putting a worm on my hook, the fish began to bite.
 A B C D
10. Archaeological investigations indicate that control of fire is an extremely old technical
 A B
 attainment, though the time, place, and mode of his origin may never be learned.
 C D

Part (B): Questions 11-25. Choose the best answer that matches the underlined words (phrases) or completes the sentence. (30%)

11. A group of workmen from City Hall congregated outside my school office window.
 A. worked B. stood C. assembled D. talked

12. I immediately noticed a number of cigarette butts and beer bottle caps strewn over the ground.
A. scattered B. left C. lying D. dumped
13. The negative _____ of the environment disaster were apparent for many years afterwards.
A. results B. influences C. consequences D. outcomes
14. The Minister _____ to see the leader of the striking workers.
A. rejected B. turned down C. denied D. declined
15. The patient was in a _____ condition and had to be transferred to Intensive Care immediately.
A. significant B. critical C. vital D. important
16. The patent attorney has to carefully _____ the paperwork for mistakes.
A. scrutinize B. remise C. collect D. revise
17. It seems _____ that the wolves would attack me for having been agitated by the tricks.
A. hard B. impossible C. impolite D. inevitable
18. No one knows exactly what sets off the immune system in heart patients; it could be fatty deposits or bacteria, etc.
A. the cause that makes the immune system attack
B. the reason that the immune system stops its attack
C. the best way to work against the immune system's attack
D. the solution to the immune system attack
19. Folic acid, already known to prevent certain types of birth defects, is emerging as the leader of the vitamin pack in protecting against heart disease.
A. seems to be a vitamin that does not help
B. seems to be one of many useful vitamins
C. seems to be the most important vitamin
D. has become the most important vitamin
20. Children usually _____ of sleepwalking by the time they become adolescents.
A. get out B. grow up C. get away D. grow out
21. Little Inna would seal these meat pies on a wooden board while Grandmother presided over the boiling oil.
A. pressed down on B. watched out for
C. lit the fire under D. removed
22. Little children were listening to the story happily and distractedly.
A. clearly B. intentionally C. carefully D. absentmindedly
23. One firewalker who had not prepared properly spiritually and mentally was so badly injured that both legs had to be _____.
A. amputated B. amplified C. lamed D. paralyzed
24. English prevails in transportation and the media.
A. exists B. preserves C. predominates D. supplements

25. Polygraphs ____ the changes of heart rate and breathing rate. If there are many such changes, an examiner may deduce that a subject is lying.
- A. alter B. detect C. recount D. detain

II. Cloze test: Questions 26-35. Choose the best answer that completes the sentence. (20%)

(1) The English language first (26) from the Germanic branch of the Indo-European languages. One of the major changes in the language from Old English to Middle English was the (27) of French words into the language. (28) the shift from Middle to Modern English, spelling and grammar rules were introduced to standardize usage. Writers who supported this (29) of the language held the opinion that, (30) to Latin and French, English was inelegant due to its lack of rules. These writers set down prescriptive rules of grammar and spelling for others to follow. (31), some modern linguists argue that grammars should describe the actual usage of the language rather than force rules upon native speakers of the language. The debate between prescriptive and descriptive grammar continues.

- | | | | |
|----------------------|------------------|--------------|--------------------|
| 26. A. has developed | B. is developing | C. develops | D. developed |
| 27. A. influx | B. immigration | C. induce | D. indulgence |
| 28. A. Among | B. During | C. When | D. Because |
| 29. A. introduction | B. shift | C. usage | D. standardization |
| 30. A. compared | B. similar | C. comparing | D. identical |
| 31. A. Consequently | B. However | C. Similarly | D. For instance |

(2) The word scuba stands (32) Self-Contained Underwater Breathing Apparatus. Scuba diving equipment allows a diver to breathe under water for an extended period. Scuba diving is (33) to learn. A few days in a certification program is usually sufficient to make a first dive. Scuba diving should be practiced (34) because there are hazards involved. Buddies can make sure their partners are not disoriented after entering the water. There are some situations that can be dangerous. Certain denizens of the ocean, like the sea snake, should (35).

- | | | | |
|------------------------|-------------------|-----------------------|---------------------------|
| 32. A. to | B. on | C. in | D. for |
| 33. A. relatively easy | B. extremely hard | C. comparatively hard | D. relatively comfortable |
| 34. A. responsibly | B. respectively | C. resplendently | D. responsibly |
| 35. A. overlook | B. be avoided | C. avoid | D. be overlooked |

III. Reading comprehension: Questions 36-50. (30%)

(I) Questions 36-41

One of the most dangerous drugs for pregnant women to consume is alcohol. Because alcohol is delivered quickly into the blood and passes quickly into the tissues and membranes, the human fetus is particularly vulnerable to its effects. In fact, the negative effects on a fetus are so pronounced that babies born after exposure to alcohol are said to be suffering from fetal alcohol syndrome.

As a pregnant woman drinks alcohol, the alcohol is passed into her bloodstream almost simultaneously. Moreover, because the bloodstream of the fetus is inextricably tied to that of the mother, the alcohol passes directly into the bloodstream of the fetus as well. And, what is more, the concentration of alcohol in the fetus is exactly the same as in the mother.

For the mother, this concentration is not a problem because her liver can remove one ounce of alcohol from her system per hour. However,

the fetus's liver is not completely developed (how developed it is depends on its stage of development). The rate at which it is able to eliminate the alcohol from the blood of the fetus is much slower.

- (20) Eventually, the alcohol will be returned to the mother's system by passing across the placenta, but this process is slow. By the time this takes place, major neurological damage may have already occurred. Research has shown that as little as one drink of alcohol can produce significant, irreversible damage to the fetus.

- (25) Babies born after exposure to alcohol generally exhibit facial distortion, inability to concentrate, and difficulty in remembering. Simply speaking, it is imperative that pregnant women avoid alcohol.

36. What is the main topic of this reading?

- (A) Women and drugs (B) The dangers of pregnancy
(C) The fetus and alcohol (D) Drinking and the human body

37. In line 9 the word "inextricably" most nearly means

- (A) unexplainedly (B) formerly
(C) forcefully (D) inseparably

38. According to the passage, how does the concentration of alcohol in a fetus compare to that in the mother?

- (A) The concentration is more. (B) The concentration is less.
(C) The concentration is equivalent. (D) The concentration cannot be measured.

39. It can be inferred that the development of a fetal liver depends on

- (A) how many months pregnant the mother is
(B) how much alcohol the mother has consumed
(C) how large the fetus is
(D) how well the mother has taken care of the fetus

40. According to the passage, how is alcohol finally returned to the mother's system?

- (A) it is carried through the bloodstream (B) it is transferred across the placenta
(C) it is expelled by the fetus's liver (D) it is not completely returned

41. At what place in the passage does the author discuss the quantity of alcohol necessary to produce negative results?

- (A) Lines 2-3 (B) Lines 11-13
(C) Lines 21-22 (D) Lines 24-25

(II) Questions 42~44

There is no such thing as a safe drug. Each medication is a double-edged sword, with a good side and a bad side. Successful medical treatment is a careful balance between the beneficial and harmful effects of medication, weighted one hopes, in favor of the beneficial. Unfortunately, just the opposite is often the case. The original disease may be less of a problem than the reaction to treatment, and the old dictum "The cure was worse than the disease" has frequently been all too true.

Too many drugs are prescribed in our pill-popping society. The evidence that we are overmedicated is overwhelming. Americans spend about \$11 billion on prescribed medications each year, and that does not include the \$2.6 billion we shell out for nonprescription, over-the-counter

pharmaceuticals. According to a study carried out in twenty-four Boston hospitals, more than 75 million Americans consume a drug at least once a week and usually every day. Is it any wonder that drugs are killing us faster than automobile accidents or certain major diseases?

42. The tone of the passage indicates that the writer is
 (A) Mildly disdainful (B) Highly critical
 (C) Guardedly respectful (D) Somewhat offended
43. The author cites expenditures of "11 billion" and "\$2.6 billion" as evidence to support the opinion that
 (A) Americans consume unhealthy amounts of prescription and over-the-counter drugs
 (B) Doctors often prescribe drugs in situations where adverse side effects may result
 (C) Reactions to drugs are often more severe than the symptoms of the disease itself
 (D) It is impossible to achieve a balance between the beneficial and harmful effects of drugs
44. The author cites a study that supports which of the following statements?
 (A) Each medication is a double-edged sword, with a good side and a bad side.
 (B) The original disease may be less of a problem than reaction to treatment.
 (C) More than 75 million Americans consume a drug at least once a week.
 (D) Too many drugs are prescribed in our pill-popping society.

III. Questions 45~50

Glacier National Park in Montana shares boundaries with Canada, an American Indian reservation, and a national forest. Along the North Fork of the Flathead River, the park also borders about 17,000 acres of private lands that are currently used for ranching,
Line timber, and agriculture. This land is an important part of the habitat and migratory routes
 (5) for several endangered species that frequent the park. These private lands are essentially the only ones available for development in the region.

With encouragement from the park, local landowners initiated a land-use planning effort to guide the future of the North Fork. The park is a partner in an interlocal agreement that calls for resource-managing agencies to work together and with the more
 (10) than 400 private owners in the area. A draft plan has been prepared, with the objective of maintaining traditional economic uses but limiting new development that would damage park resources. Voluntary action by landowners, in cooperation with the park and the county, is helping to restrict small-lot subdivisions, maintain wildlife corridors, and minimize any harmful impact on the environment.

(15) The willingness of local landowners to participate in this protection effort may have been stimulated by concerns that Congress would impose a legislative solution. Nevertheless, many local residents want to retain the existing character of the area. Meetings between park officials and landowners have led to a dramatically improved understanding of all concerns.

45. The passage mainly discusses
 (A) the endangered species in Glacier National Park
 (B) the protection of lands surrounding Glacier National Park

- (C) conservation laws imposed by the state of Montana
(D) conservation laws imposed by the Congress
46. Why are the private lands surrounding Glacier National Park so important?
(A) They function as a hunting preserve.
(B) They are restricted to government use.
(C) They are heavily populated.
(D) They contain natural habitats of threatened species.
47. The word "ones" in line 6 refers to
(A) private lands
(B) endangered species
(C) migratory routes
(D) ranching, timber, agriculture
48. It can be inferred from the passage that a major interest of the officials of Glacier National Park is to
(A) limit land development around the park
(B) establish a new park in Montana
(C) influence national legislation
(D) settle border disputes with Canada
49. In lines 15-16, the author implies that landowners might be responding to environmental concerns for which of the following reasons?
(A) They wish to stimulate economic growth.
(B) They wish to improve their public image.
(C) They have a tradition of cooperating with the government.
(D) They fear federal legislation.
50. Where in the passage does the author mention the purpose of the plan developed by local landowners and park officials?
(A) Lines 1-2
(B) Lines 4-6
(C) Lines 10-14
(D) Lines 15-17

- 一、台灣的產業社會正面臨國際經濟變動、人口結構變遷與經濟結構轉型的影響，這對整體人力資源發展與勞動市場有哪些重要意義？（30%）
- 二、面對國際競爭，台灣的服務業與製造業需不斷升級，請問從人力資源控制系統觀點，對各類核心人才應如何管理？（35%）
- 三、為進入全球前三大電腦公司，宏碁集團聘任義大利籍總經理的決策因素為何？在國際人力資源策略管理型態上有何轉變？人力資源管理實務應如何因應？（35%）