

請依題序作答於答案卷上。

一、Matching Questions: 2% each

Part A: Theories of Organizational Behavior

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|----------|---|-------------------------|
| 1. _____ | Contains the idea of a frustration-regression cycle. | a. ERG theory |
| 2. _____ | Deals with perceived ratios of inputs and outcomes. | b. Expectancy theory |
| 3. _____ | Deals with valence and subjective estimates of likelihood of events. | c. Equity theory |
| 4. _____ | Deals with the idea that behavior followed by desired outcomes will be repeated. | d. Goal-setting theory |
| 5. _____ | Could serve as a framework for integrating other perspectives on motivations. | e. Maslow's hierarchy |
| 6. _____ | Says that satisfaction and dissatisfaction are not a function of the same things. | f. Reinforcement theory |
| | | g. Two-factor theory |

Part B: Designing Operations Systems

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|-----------|--|---------------------------|
| 7. _____ | Used in operations settings that create a variety of products. | a. Flexible manufacturing |
| 8. _____ | The product remains stationary, and labor and materials are brought to it. | b. Fixed-position layout |
| 9. _____ | Used for mass production. | c. Process layout |
| 10. _____ | Requires a high degree of computer coordination and integration. | d. Product layout |
| | | e. Quality control |

(背面仍有題目,請繼續作答)

Part C: Effectiveness Measurement

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| 11. _____ System resource approach | a. Focuses on feedback |
| 12. _____ Goal approach | b. Focuses on inputs |
| 13. _____ Internal process approach | c. Focuses on outputs |
| 14. _____ Strategic constituencies approach | d. Focuses on transformations |
| 15. _____ Combined approach | |

二、 Scenario Judgement: 2% each (Choose the only one best answer.)

Superiors in organizations exercise power in many ways. For each of these supervisors at the ABC Laboratories indicate the type of power being exercised.

16. Hilda discovers Rita has deliberately falsified her employment application and recommends she be immediately terminated.
- reward
 - coercive
 - expert
 - referent
17. The equipment budget has enough money left for a computer upgrade for one clerk, so the lab supervisor installs it on the computer of the most skilled lab clerk, Yolanda.
- reward
 - coercive
 - referent
 - expert
18. Bill, the new lab manager trainee, begins to wear conservative suits and rely on his work diary like Tyron, the regional manager, does.
- reward
 - legitimate
 - expert
 - referent
19. Whenever Barbara has a problem with a lab test, she asks her boss Chuck for his advice.
- coercive
 - legitimate
 - referent
 - expert
20. Any equipment purchases of over \$500 have to be approved by Tyron.
- reward
 - referent
 - legitimate

- 三. What are some advantages and disadvantages of a boundaryless organization? And what factors have contributed to the rise in the number of boundaryless organization? 【20%】
- 四. Explain the meaning of path and goal to the path-goal theory, and how does path-goal theory explain leadership? 【20%】
- 五. What impact would an organization's strategy have on the structure of that organization? Why? What impact would an organization's strategy have on the type of leadership exercised by the executives of that organization? Why? 【20%】