

編號： 388 系所：企業管理學系丙組

科目：管理學

本試題是否可以使用計算機：可使用，不可使用（請命題老師勾選）

申論題（共四題，每題 25 分，請以中文作答）

1. How does an organizational design contribute to its collective learning performance? (25%)
2. What is “corporate social responsibility”? (10%) What are the classical (narrow) view and socio-economic (broad) view of corporate social responsibility? (15%)
3. What does “core competence” mean when we analyze an organization’s resources and capabilities? (10%) How to take advantage of core competence without being hampered by their down side (or so called “core rigidity”) (15%)
4. J. Stacey Adams’ “equity theory” holds that an employee always compares his or her job’s input-output ratio with that of relevant others and then corrects an inequity. Please describe how this theory proposes to employee motivation (15%) and discuss the flaws of this theory (10%).