

A-1. 近年來,我國政府正在大力推動國營事業民營化,^①請說明其原因,^②並就你所最熟悉的一家國營事業,不論其是否已開始民營化,假設你做為該企業的最高層負責人,應如何有效的開展一連串的民營化措施,並保證順利完成。(18分)

A-2. 請就企業經營中如何推動具體有效的人員績效考核制度以確實建立^具有效而良好的「適才適所,用人惟才」(ability-job fit),「公平公正的薪資制度」,「賞罰分明的擢升及考核成果」等特徵的經營環境,並提升員工的「組織承諾」與「組織認同」,提供你的卓見。(20分)

A-3. 解釋名詞 (每題3分,共12分)

① TQM

② organizational citizenship

③ globalization

④ gainsharing

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學年度

國立成功大學
碩士班招生考試

管理學系

管理學

試題

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- B-1. Please describe the effective management of organizational change, what are the major activities that must be performed for organizational change to be successful? (10%)
- B-2. Please prepare a proposal of adequate human resource management for managing diverse workforces. Be sure to write down your own approaches and evaluate them accordingly. (15%)
- B-3. Please state any two contingency approaches for studying leadership in organization. (10%)
- B-4. Please explain how you can use the theories of motivation (content, process, and reinforcement perspectives) to improve your own leadership skill for management. (15%)