

世新大學 98 學年度三年級轉學生招生考試試題卷

第 1 頁共計 4 頁

系 組 別	考 試 科 目
行政管理學系三年級	管理學

※本考題 ☐ 可使用 ☒ 禁止使用 簡易型電子計算機

※考生請於答案卷內作答

一、選擇題（單選，每題 2 分）

- The concept of a boundaryless world where goods and services are produced and marketed worldwide is known as
a. the global village. b. the global community. c. MNCs. d. international businesses.
- Multinational corporations maintain significant operations in _____ or more countries, but are based in _____ home country/countries.
a. four; one b. two; one c. one; two d. one; four
- Decision making in transnational corporations occurs at the _____ level.
a. local b. home office c. continental d. regional
- _____ is the form of international business involvement in which a domestic and a foreign firm share the costs of developing new products or building production facilities in a foreign country.
a. Direct investment b. An Importing agreement
c. A Joint venture d. International brokering
- Which of the following is not one of the four specific dimensions of national culture according to Hofstede?
a. power distance b. uncertainty avoidance
c. space acceptance d. individualism versus collectivism
- Part-time, temporary, and contract workers who are available for hire on an as-needed basis are known as
a. consultants. b. core employees. c. surplus workforce. d. contingent workforce.
- Which of the following is not an argument for the assumption of social responsibility by business?
a. long-run profits b. stockholder interests c. ethical obligations d. costs
- Which of the following is not an argument against the assumption of social responsibility by business?
a. lack of skills b. lack of accountability
c. lack of broad public support d. possession of resources
- Machine labor was substituted for human power
a. in Adam Smith's *Wealth of Nations*. b. during the Industrial Revolution.
c. in Weber's bureaucracy. d. in open systems.

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10. Which of the following individuals is most closely associated with scientific management?
 - a. Frederick Taylor
 - b. Mary Parker Follett
 - c. Harold Koontz
 - d. Max Weber
11. Weber's ideal bureaucracy includes all of the following features except
 - a. division of labor.
 - b. training.
 - c. impersonality.
 - d. career orientation.
12. _____ refers to a classification scheme developed by the Gilbreths to label basic hand motions.
 - a. Widget
 - b. Brick-step
 - c. Therblig
 - d. G-motion
13. The management theory jungle was developed by
 - a. Maslow.
 - b. Herzberg.
 - c. Ouchi.
 - d. Koontz.
14. Katz and found that all of the following are critical management skills EXCEPT _____.
 - a. Technical/functional
 - b. Interpersonal
 - c. Intellectual
 - d. Conceptual
15. According to Mintzberg, which management role includes entrepreneur, disturbance handler, resource allocator, and negotiator?
 - a. interpersonal
 - b. informational
 - c. decisional
 - d. planning
16. According to Mintzberg, which management category includes the roles of figurehead, leader, and liaison?
 - a. interpersonal
 - b. informational
 - c. decisional
 - d. planning
17. Defining goals, establishing an overall strategy, and developing a comprehensive hierarchy of plans is known as which of the following processes of management?
 - a. planning
 - b. leading
 - c. organizing
 - d. controlling
18. In an organization, _____ translate(s) into goal attainment.
 - a. effectiveness
 - b. efficiency
 - c. resource minimization
 - d. managerial functions
19. If you get more output for a given input, you have
 - a. decreased effectiveness.
 - b. increased effectiveness.
 - c. decreased efficiency.
 - d. increased efficiency.
20. The number of employees a manager can direct efficiently and effectively is known as which of the following?
 - a. work specialization
 - b. chain of command
 - c. span of control
 - d. departmentalization
21. French and Raven identified five sources, or bases, of power. Which of the following is not included?
 - a. influence
 - b. coercive
 - c. referent
 - d. expert

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22. A structure that is low in specialization, formalization, and centralization is which of the following?
 - a. strategic organization
 - b. mechanistic organization
 - c. organic organization
 - d. bureaucracy
23. _____ is the discrepancy between an existing and a desired state of affairs.
 - a. A process
 - b. A problem
 - c. A scenario
 - d. A criterion
24. Which of the following is not an assumption of the rational decision-making model?
 - a. The problem is clear and unambiguous.
 - b. A single well-defined goal is to be achieved.
 - c. Preferences change slowly.
 - d. Final choice will maximize economic payoff.
25. Creativity is formed when the elements of creative skills, expertise, and _____ intersect.
 - a. personality
 - b. experience
 - c. task motivation
 - d. none of the above
26. The tendency for people to base judgments of probability on things with which they are familiar is known as which of the following?
 - a. availability heuristic
 - b. representative heuristic
 - c. escalation of commitment
 - d. optimal decision making
27. An increased commitment to a previous decision despite negative information is known as a(n)
 - a. availability heuristic.
 - b. representative heuristic.
 - c. escalation of commitment.
 - d. optimal decision making.
28. Rules, procedures, and policies are most suitable for _____ problems.
 - a. well-structured
 - b. ill-structured
 - c. programmed
 - d. nonprogrammed
29. Which of the following is not a decision-making style formed by analyzing decision makers on dimensions of the way they think and their tolerance for ambiguity?
 - a. directive
 - b. analytic
 - c. conceptual
 - d. heuristical
30. Which of the following is not one of the needs in Maslow's hierarchy of needs?
 - a. physiological
 - b. environmental
 - c. safety
 - d. esteem
31. Who developed Theory X and Theory Y?
 - a. McGregor
 - b. Maslow
 - c. McClelland
 - d. Herzberg
32. According to Herzberg, which of the following is a motivator factor?
 - a. supervision
 - b. salary
 - c. status
 - d. recognition

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33. Which of the following is not a core job dimension used in the job characteristics model?
 a. skill variety b. task identity c. output d. feedback
34. Which of the following is not one of the three variables that are central to Vroom's expectancy theory?
 a. effort-reward b. performance-reward
 c. effort-performance d. attractiveness
35. The two dimensions of leadership in the _____ studies were employee-oriented and production-oriented.
 a. University of Michigan b. Ohio State
 c. University of Iowa d. Yale University
36. The managerial grid developed by Blake and Mouton emphasizes which two variables?
 a. employee-oriented, production-oriented
 b. concern for people, concern for production
 c. initiating structure, consideration
 d. concern for people, consideration
37. Situational leadership is a contingency theory that focuses on
 a. the followers. b. the least-preferred coworker.
 c. the leader's preferred style. d. the situation.
38. _____, as defined by Hersey and Blanchard, refers to the extent to which followers have the ability and the willingness to accomplish a specific task.
 a. Training b. Readiness c. Preparedness d. Motivation
39. The metaphor that likens an organization to a sea captain and crew who knew exactly where they were going because they had been there many times before is
 (a). the "calm water" metaphor. (b). the "white water rapids" metaphor.
 (c). a dynamic environment. (d). the parable of the boiled frog.
40. Organizational culture is similar to an individual's _____.
 (a). personality (b). skills (c). ability (d). motivation

二、問答題 (20 分)

以你曾加入的團隊為例，說明該團隊的發展是否符合管理學所說的團體發展的五個階段：形成、動盪、規範、表現、解散？