

1. 近年來團隊（Team）乃是組織運作的重要型態之一，請舉實例說明團隊的不同類型，並申論團隊所處的系絡環境（Context）如何影響團隊的效能？（25 分）
2. 何謂衝突？請以（1）考慮己方需求與（2）考慮對方需求為兩個軸向，列出並說明衝突解決的幾種可能的方式？最後，請評論部門內衝突與部門績效間的關係。（25 分）

以下二題問答題，可以中文回答

3. Suppose somebody says to you “The only two things that really matter in predicting job performance are a measure of cognitive functioning and a measure of conscientiousness.” Do you agree or disagree with this statement? Why or why not? Please outline theories and empirical findings to justify your decision.(25 分)

4. Please pick ONE of the two theories listed below to respond to the following five questions. (25 分)

Theory A: Social identity theory (Tajfel & Turner, 1986; Turner, 1987)

Theory B: Situational strength theory (Mischel, 1977)

- (a) Describe the theory,
- (b) Choose a specific literature and elaborate how the theory you picked is applied in that literature,
- (c) Delineate major empirical findings in that specific literature,
- (d) Indicate limitations in the literature, and
- (e) Suggest future research directions, and

Reference:

Mischel, W. (1977). The interaction of persona and situation. In D. Magnusson & N. S. Endler (Eds.), *Personality at the crossroads: Current issues in interactional psychology* (pp. 333-352). Hillsdale, NJ: Erlbaum.

Tajfel, H., & Turner, J. C. (1986). The social identity theory of intergroup behavior. In S. Worchel & W. G. Austin (Eds.), *Psychology of intergroup relations* (pp. 7-24). Chicago, IL: Nelson-Hall.

Turner, J. C. (1987). *Rediscovering the social group: A self-categorization theory*. Oxford: Blackwell Publishers.