

請回答以下二題問答題，可以中文回答

1. Group composition:

- (1) Elaborate on the group composition literature by:
 - (a) delineating major empirical findings in this literature, and
 - (b) indicating limitations in this literature.
- (2) If you were to conduct a study concerning group composition:
 - (a) what research questions would you be interested in?
 - (b) how would you design the study, and
 - (c) what analytical tool/method would be appropriate to address these research questions?

2. Person A proposes that: “Personal characteristics are major predictors of individual outcomes (e.g., attitudes, performance).” Person B argues that: “Situational factors are major predictors of individual outcomes (e.g., attitudes, performance).” Which argument do you agree with? Or do you prefer a third approach to address the model that determines individual outcomes?

3. Please define and compare the following Organizational Behavior concepts.
- 甲、 Cognitive Empathy and Emotional Empathy. (8%)
 - 乙、 Surface Acting and Deep Acting. (8%)
 - 丙、 Vertical Dyad Linkage and Leader-Member Exchange. (8%)
4. Studies have shown that the effectiveness of Impression Management (IM) techniques is quite different between the following two domains: (1) job interview and (2) performance evaluations. What are the differences? For example, which techniques are more sensible if used in one domain rather than the other? For managers, how to minimize decision biases which are resulted from impression management of job applicants and/or subordinates? (26%)