

A 部分 (兩題擇一作答, 40 points)

- (1) Please review the literature of leadership. Provide at least two propositions and describe how studies can be conducted to test these propositions. (40 points)
- (2) 何謂組織正義 (organizational justice)? 請回顧至少兩個組織正義理論或模型, 並提出你個人對該理論或模型的評論。(40 points)

B 部分 (兩題擇一作答, 60 points) 請註明論文 A 或 B

論文 A (1) Please respond to the following 3 questions according to the article: (60 points)

Kamdar, D., & Van Dyne, L. (2007). The joint effects of personality and workplace social exchange relationships in predicting task performance and citizenship performance. *Journal of Applied Psychology*, 92, 1286-1298. (本論文共 13 頁, 雙面)
到印

- (a) How does this study contribute to the personality and performance literature? (20 points)
- (b) If you were to re-conduct this study, how would you do differently? (20 points)
- (c) Method issues: (20 points)
- Why were one-way analysis of variance, ICC(1), ICC(2), and within-group agreement performed in the current study? (Please refer to the second paragraph on the left column on page 1291.)
 - Why was confirmatory factor analysis intended in the analysis of this study? (Please refer to the "Analyses" section on page 1291.)
 - How did hierarchical regressions help address the hypotheses in the current study?

論文 B (2) 請閱讀以下論文, 並回答下面的問題。(60 points)

Tsui, A. (2007). From homogenization to pluralism: International management research in the academy and beyond. *Academy of Management Journal*, 50, 6, 1353-1364.

(本論文共 12 頁, 雙面)

- (a) 請評論作者的觀點, 你是否同意作者的觀點? 你為何同意或不同意其觀點? (20 points)
- (b) 何謂 contextualization? 此一概念與理論建構有何關係? (20 points)
- (c) 請以一個組織行為的構念為例 (如: 組織公民行為), 從本文的角度來評論此一構念目前的理論發展。(20 points)