

人力資源管理試題

- 一、Lepak 與 Snell 認為人力資本(human capital)依價值性及獨特性可分為核心人力、輔助人力、合作人力，及暫時人力等四類，請說明其各自的意涵，及管理作為 (25%)。
- 二、Barney 與 Wright 的資源基礎理論(resource-based theory)說明組織資源的價值性(valuable)、稀少性(rareness)、不可模仿性(imperfect imitability)、及不可替代性(insubstitutability)。  
請說明其各自的意涵，並以該理論論述如何維持組織人力資源的長期競爭優勢。(25%)
- 三、請根據 Kirkpatrick 的四階層評估模式 - 反應、學習、行為及結果，闡述如何評估組織辦理教育訓練的績效。(25%)
- 四、請根據 Maslow 需求層次理論(needs-hierarchy theory)提出的五種需求，設計激勵員工的措施 (25%)

策略管理試題

1. Please describe the meaning of the “core competence” and what are its important characteristics? (25 points)
2. In the book "Competitive Advantage", Michael Porter proposed the concepts of value activities and value chain. Please describe the connotation of the value activities system? (25 points)
3. Describe the five-force model and three competitive strategies proposed by Michael Porter? (25 points)
4. What is an “outsourcing” strategy? List three reasons to explain the motivation of the enterprise to carry out the “outsourcing” strategy? (25 points)