

國立彰化師範大學 102 學年度博士班招生考試試題

系所： 人力資源管理研究所

科目： 研究方法

☆☆請在答案紙上作答☆☆

第 1 頁，共 1 頁

一、解釋名詞（每題 10%，共 40%）：請清楚寫明答題題號（如：1.，2. ...等）

1. case study versus quantitative study
2. reliability versus validity
3. mediated moderation variable versus moderated mediation variable
4. hierarchical regression analysis versus hierarchical linear modeling

二、申論題（共 60%）：請清楚寫明答題題號（如：1.，2. ...等）

1. 如何進行調查研究（survey study）？試說明其在人力資源管理領域的研究方法之價值？（20%）
2. 何謂共同方法偏誤(common method biases)？論文研究過程中，避免共同方法偏誤是一項重要研究課題，試說明如何減低此偏誤。（20%）
3. According to the following abstract of the article, please provide your answers. (20%)
 - a. Draw the possible research framework.
 - b. List the possible hypotheses.
 - c. Provide suitable research design.

Abstract

This study develops theory on how coordination occurs in collaboration across multiple expert domains. Ethnographic fieldwork at two top U.S. universities explored the emerging field of systems biology cancer research, an extreme case of cross-functional work. Scientists make diverse contributions compatible by engaging in the coordination practices of joint assessment and consultation and in the collaborative practices of counter-projection and alignment. The study advances a process model of coordination as an ensemble of different types of practices that drive collaboration across domains. Insights into how experts coordinate work within domains and how this affects temporal dynamics of collective work have implications for the literature on cross-functional coordination, innovation, and practice.

Resource: *Academy of Management Journal*, 2013, Vol. 56, No. 1, 62.