

國立彰化師範大學 101 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

☆☆請在答案卷上作答☆☆

第 1 頁，共 1 頁

一、名詞解釋: (20%)

1. 探索性研究 (exploratory study)
2. 構念效度 (construct validity)
3. 干擾變數 (moderator)
4. 共同方法變異 (common method variance)

二、申論題: (35%)

1. 請說明定性研究(qualitative research)與定量研究(quantitative research)，並請探討下列各種研究設計或資料分析方法，何者屬定性研究？何者屬定量研究？
 - 1.1 問卷調查法 (questionnaire survey method);
 - 1.2 案例研究法 (case research method);
 - 1.3 二手資料(secondary data)之運用;
 - 1.4 實驗室實驗研究 (laboratory experiment);
 - 1.5 迴歸分析法 (regression analysis)。
2. 請評論下列某博士生的說法：(20%)

「一個研究從構思到執行常要花很久的時間，投稿國際期刊的過程也非常不容易，好不容易蒐集到的資料跑出來的結果不好，為了順利發表與畢業，有時稍微修改一下資料，讓結果能夠過關是需要的。」
3. Based on the abstract of an article provided below (25%)
 - 3.1 Please draw the research framework of the two respective studies;
 - 3.2 Please provide the potential hypotheses;
 - 3.3 Please offer the research design for the two studies.

Abstract

Drawing on social learning and moral identity theories, this research examines antecedents and consequences of ethical leadership. Additionally, this research empirically examines the distinctiveness of the ethical leadership construct when compared to related leadership constructs such as idealized influence, interpersonal justice, and informational justice. Consistently with the theoretically derived hypotheses, results from two studies of work units (n 's 115 and 195 units) provide general support for our theoretical model. Study 1 shows positive relationships between ethical leadership and leader "moral identity symbolization" and "moral identity internalization" (approaching significance) and a negative relationship between ethical leadership and unit unethical behavior and relationship conflict. In Study 2, both leader moral identity symbolization and internalization were positively related to ethical leadership and, with idealized influence, interpersonal justice, and informational justice controlled for, ethical leadership was negatively related to unit outcomes. In both studies, ethical leadership partially mediated the effects of leader moral identity. (Source: AMJ, 55(1), 151)