國立彰化師範大學 99 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

一、解釋名詞（每題 10 分，共 50 分）：請清楚寫明答題題號（如：1.，2....等）。

　　1. measures of central tendency versus measures of variability

　　2. first-order factor versus second-order factor

　　3. ANCOVA versus MANCOVA

　　4. canonical correlation analysis versus regression analysis

　　5. full mediation model versus hierarchical linear model

二、申論題（共 50 分）:請清楚寫明答題題號（如：1.，2....等）。

　　1. Please define FAHP (Fuzzy Analytic Hierarchical Process). Use this research method to design
　　　a practical study including topic, purposes, sampling, procedures and implementation, and etc.
　　　（25 分）

　　2. According to the following abstract of the article, please provide your answers. （25 分）
　　　(1) Name the topic of the article.
　　　(2) Draw the possible research framework.
　　　(3) List the possible hypotheses.
　　　(4) Provide suitable research design including research methods and statistical analysis.

Abstract

Why do employees engage in innovative behavior at their workplaces? We examine how employees' innovative behavior is explained by expectations for such behavior to affect job performance (expected positive performance outcomes) and image inside their organizations (expected image risks and expected image gains). We found significant effects of all three outcome expectations on innovative behavior. These outcome expectations, as intermediate psychological processes, were shaped by contextual and individual difference factors, including perceived organization support for innovation, supervisor relationship quality, job requirement for innovativeness, employee reputation as innovative, and individual dissatisfaction with the status quo.

Resource: Academy of Management Journal, 2010, Vol. 53, No. 2, 323.