

國立中正大學  
115 學年度碩士班招生考試  
試題

[第 1 節]

共同科目	英文
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—作答注意事項—

※作答前請先核對「試題」、「試卷」與「准考證」之系所組別、科目名稱是否相符。

1. 預備鈴響時即可入場，但至考試開始鈴響前，不得翻閱試題，並不得書寫、畫記、作答。
2. 考試開始鈴響時，即可開始作答；考試結束鈴響畢，應即停止作答。
3. 入場後於考試開始 40 分鐘內不得離場。
4. 全部答題均須在試卷（答案卷）作答區內完成。
5. 試卷作答限用藍色或黑色筆（含鉛筆）書寫。
6. 試題須隨試卷繳還。

作答說明：本測驗共五部分，共 50 題，每題配分為 2 分，試題皆為單一選擇題，請選出一個正確或最適當的答案，答錯不倒扣。答案需依題號順序清楚填答在答案卷。考完後需將「答案卷」及「試題卷」一併繳回。

### Part 1. Vocabulary in Context (30%, 2 points for each)

Directions: Choose the appropriate words or phrases that best fill in the blanks.

1. Using digital devices in the classroom can \_\_\_\_\_ students' interest and promote creativity.  
(A) exhibit (C) preserve  
(B) launch (D) sustain
2. The new hotel offers a \_\_\_\_\_ of facilities available to rent, from meeting rooms and party venues to conference and sports facilities.  
(A) range (C) scope  
(B) school (D) cluster
3. The university and the city government have renewed their strategic \_\_\_\_\_ to drive knowledge exchange in emergency management and related fields.  
(A) union (C) collaboration  
(B) internship (D) assembly
4. To reduce food waste, the chef suggested ways to preserve food for later \_\_\_\_\_, such as drying and freezing it.  
(A) consumption (C) manipulation  
(B) instruction (D) generation
5. Using homemade natural cleaners, like vinegar and baking soda, can reduce the amount of chemicals \_\_\_\_\_ into the water system.  
(A) transferred (C) emitted  
(B) introduced (D) spread
6. The recent debate is another example that shows how global ideals for wildlife protection and the local reality of people's lives often \_\_\_\_\_.  
(A) convert (C) consent  
(B) contradict (D) constrain
7. One reason AI is becoming very good at forecasting typhoons is that it can draw on \_\_\_\_\_ amounts of data, often stretching back decades.  
(A) intensive (C) dynamic  
(B) empirical (D) massive
8. \_\_\_\_\_ strong social relationships is thought to improve overall health and promote longevity.  
(A) Confirming (C) Enforcing  
(B) Achieving (D) Maintaining
9. The government and private \_\_\_\_\_ are working together to turn economic challenges into opportunities.  
(A) sector (C) business  
(B) field (D) division
10. By separating plastics from recycled toys and selling them to manufacturers, the company is creating a(n) \_\_\_\_\_ solution to plastic waste.  
(A) durable (C) sustainable  
(B) considerable (D) ambitious
11. The zoo had to \_\_\_\_\_ one bear that was attacking the others. The animal was placed in a separate enclosure in another building.  
(A) simulate (C) terminate  
(B) isolate (D) differentiate

12. Nowadays, candles are used \_\_\_\_ for decorative purposes, as most households rely on electric lighting.  
 (A) primarily (C) progressively  
 (B) physically (D) proportionally
13. The Olympic swimmer was required to forfeit his gold medal after officials discovered that he had used illegal performance-\_\_\_\_ drugs.  
 (A) aggregating (C) relieving  
 (B) enhancing (D) forecasting
14. With job opportunities centered in cities, many rural youth are forced to \_\_\_\_ to urban areas for work.  
 (A) emerge (C) relocate  
 (B) transmit (D) attach
15. Maria didn't like her trainer during the first gym session, but she gradually learned to like and trust him in \_\_\_\_ sessions.  
 (A) variant (C) inherent  
 (B) sufficient (D) subsequent

**Part 2. Cloze Test (20%, 2 points for each)**

**Directions: Choose the appropriate words or phrases that best fill in the blanks.**

Electronic shelf labels (ESLs) are rapidly replacing paper tags across North American supermarkets, with major retailers \_\_ (16) \_\_ the digital screens to increase efficiency and reduce labor costs. While the technology allows stores \_\_ (17) \_\_ prices in a matter of moments, the shift has drawn criticism from consumer groups and policymakers. These skeptics worry ESLs could pave the way for "surge pricing" or inflated costs \_\_ (18) \_\_ peak demand or emergencies. \_\_ (19) \_\_, recent research suggests these anxieties may be unfounded, as studies show no evidence of real-time price spikes and instead highlight benefits \_\_ (20) \_\_ more frequent discounts on items nearing expiration and thus significantly reduced food waste.

16. (A) adopt (C) to adopt  
 (B) adopting (D) adopted
17. (A) to update (C) for updating  
 (B) by updating (D) updates on
18. (A) over (C) during  
 (B) for (D) under
19. (A) However (C) Moreover  
 (B) Therefore (D) Meanwhile
20. (A) owing to (C) for  
 (B) within (D) such as

Although reindeer successfully survived dramatic warming following the final glacial period, modern climate change poses a much greater threat \_\_ (21) \_\_ their continued existence. In the past, these animals survived \_\_ (22) \_\_ into small, cooler areas to wait for the climate to stabilize, but today's global warming makes it nearly impossible to find such refuges. \_\_ (23) \_\_, scientists predict that the global population could drop by more than fifty percent before the turn of the next century. This decline is particularly alarming because reindeer play a vital role \_\_ (24) \_\_ the environment; their specific foraging habits actually help the soil store carbon dioxide. Consequently, the loss of these animals could accelerate global warming, \_\_ (25) \_\_ a dangerous cycle for the Arctic ecosystem.

21. (A) to (C) for  
 (B) of (D) on
22. (A) from moving (C) in order to move  
 (B) by moving (D) which can move
23. (A) In addition (C) For example  
 (B) Unfortunately (D) As a result

24. (A) protecting (C) in protecting  
 (B) by protecting (D) to protect
25. (A) and create (C) that creates  
 (B) creating (D) so creating

### Part 3. Reading Comprehension (20%, 2 points for each)

Directions: Read the two reading passages and choose the best answer.

Recent research suggests that the timing of sleep might be even more important for long-term health than the total number of hours spent in bed. While many people focus on getting the recommended seven to nine hours of rest, scientists have discovered that “sleep regularity”—going to bed and waking up at the same time every day—is a much stronger predictor of longevity. Keeping a consistent schedule helps synchronize the body’s internal clock, which regulates essential functions like blood pressure, immune response, and glucose metabolism. When **this rhythm** is disrupted by irregular habits, the body may release stress hormones at inappropriate times, potentially leading to chronic inflammation and heart disease.

Beyond physical health, a steady sleep pattern is also crucial for cognitive function and mental well-being. Studies have shown that individuals with consistent sleep patterns perform better on memory tasks and have higher levels of proteins that support brain plasticity. In contrast, irregular sleep timing has been linked to the accumulation of toxic proteins associated with Alzheimer’s disease. Interestingly, experts note that while consistency is key, being overly rigid is not necessary; occasional changes to one’s sleep schedule will not immediately erase the benefits. Instead, the goal should be to establish a predictable daily ritual that signals to the brain it is time to rest, thereby ensuring more restorative sleep and a lower risk of age-related illnesses.

26. What is the passage mainly about?  
 (A) The tips on improving sleep quality.  
 (B) The benefits of sufficient sleep.  
 (C) The problems of sleep deprivation.  
 (D) The effects of routine sleep habits.
27. In paragraph 1, what does *this rhythm* refer to?  
 (A) The predictor of longevity.  
 (B) The body’s internal clock.  
 (C) The body’s essential functions.  
 (D) The timing of immune response.
28. In paragraph 2, why does the author mention “Alzheimer’s disease”?  
 (A) To illustrate a potential brain disorder resulting from irregular sleep timing.  
 (B) To highlight a specific protein that harms brain plasticity.  
 (C) To prove that occasional changes to sleep patterns will cause memory loss.  
 (D) To describe a mental health condition that forces the brain to rest.
29. According to the passage, which of the following is NOT a benefit of sleep regularity?  
 (A) Stabilized vital physical functions.  
 (B) Managed stress hormone release.  
 (C) Improved overall intelligence.  
 (D) Enhanced brain plasticity.
30. Which of the following statements would the author most probably agree with?  
 (A) Premature aging is a direct result of irregular sleep patterns.  
 (B) Sleep regularity is not necessarily associated with a happier life.  
 (C) Individuals with consistent sleep patterns are often more predictable.  
 (D) Minor variations in sleep timing may not cause a health concern.

The traditional experience of growing up has been radically transformed by the dominance of mobile devices and networking apps. While previous generations spent their youth in active outdoor play or constant physical engagement with peers, today's adolescents are frequently found in isolation, silently scrolling through screens. This shift represents **a profound irony**: platforms promising unparalleled connection have, instead, diminished face-to-face interaction. The once-familiar sounds of a vibrant childhood—the chaotic energy of a school bus or the lively chatter in a hallway—are fading. Even in crowded public spaces, a quiet atmosphere now prevails as children remain hunched over devices, socially distanced from those standing right next to them.

This digital immersion is altering the fundamental nature of youth. The medium of the technology itself, regardless of the specific content viewed, delivers a powerful message: that life is for constant, self-focused entertainment. This mindset teaches children to seek amusement from a device rather than finding meaning in authentic human engagement. As inherently social creatures, humans are built for real-world relationships and shared experiences. The disappearance of these interactions is closely tied to the current epidemic of loneliness, anxiety, and depression among the young, who are being deprived of the deep satisfaction that arises from sincere interpersonal connections.

Compounding this issue is the interference with a critical developmental phase. Between the ages of 10 and 12, the adolescent brain undergoes a period of heightened sensitivity to “social rewards”—the peer feedback necessary for healthy emotional development. Unfortunately, this sensitive period, characterized by a surge in dopamine receptors, is being targeted by digital platforms. These apps provide artificial, high-intensity feedback loops that make children overly reactive to the shallow rewards of likes and notifications. Consequently, a natural biological path intended to lead children toward community is being diverted, locking them into a cycle of digital dependency.

31. In paragraph 1, what does the author mean by *a profound irony*?
  - (A) Children are spending more time outdoors than ever before.
  - (B) Technology designed to connect people reduces face-to-face interaction.
  - (C) Social media platforms are becoming less popular among teenagers.
  - (D) School buses are noisier because students play music on their phones.
32. According to the passage, how does the medium of the technology itself shape children's worldview?
  - (A) By emphasizing lifelong learning and skill development.
  - (B) By promoting physical experiences.
  - (C) By treating life as self-centered entertainment.
  - (D) By providing a safe digital space.
33. To what outcome does the author directly connect the decline of real-world relationships?
  - (A) High costs of smartphones and data plans.
  - (B) Lack of parental and teacher supervision.
  - (C) Epidemic of loneliness and depression among youth.
  - (D) Dopamine-related changes in adolescent brain chemistry.
34. According to the passage, why is the age range of 10 to 12 particularly significant?
  - (A) Children become more sensitive to peer pressure.
  - (B) Brain sensitivity to physical rewards increases.
  - (C) Most children begin formal schooling at this age.
  - (D) Dopamine production naturally decreases.
35. Which of the following best describes the author's overall tone?
  - (A) Optimistic and hopeful.
  - (B) Neutral and detached.
  - (C) Lighthearted and humorous.
  - (D) Concerned and critical.

**Part 4. Speaking Skill: Short Dialogue Completion (10%, 2 points for each)**

**Directions: Read the scenario and choose the best answer to complete the short dialogue.**

36. Scenario: A student forgot to bring the book which she had promised to return to her instructor.  
 Dr. Yao: Lydia, I hope you brought the book that I lent you a month ago.  
 Student: \_\_\_\_\_ I'll bring it next week.  
 Dr. Yao: OK, but please remember it next week.  
 (A) Sure. Thank you for the information. (C) Would you mind waiting a little longer?  
 (B) How about a few more days? (D) I'm really sorry. I left it at home.
37. Scenario: A marketing manager is chairing a brainstorming meeting about promoting a new product.  
 Manager: Jim, do you have any ideas?  
 Jim: \_\_\_\_\_  
 Manager: Thanks Jim – interesting point. Mindy, what do you think?  
 (A) Definitely. I'd love to. (C) Perhaps we could use social media.  
 (B) I doubt if magazine ads would work. (D) Could you repeat the question?
38. Scenario: A student forgot to bring the specific safety goggles required for the chemistry experiment.  
 Professor: Please make sure you're wearing your safety goggles at all times.  
 Harry: Excuse me, Professor, I don't have my goggles today. \_\_\_\_\_  
 Professor: You can use a spare set from the drawer, but remember to sanitize them afterward.  
 (A) What should we do next? (C) Would you like to lend me a pair?  
 (B) I was wondering if I could borrow a pair. (D) Maybe we can find spare ones somewhere.
39. Scenario: A man is inviting his colleague to attend the company retreat with him.  
 Geo: Nick and I are going to the retreat next month. Care to join us?  
 Han: \_\_\_\_\_ But I've already got plans with my family.  
 Geo: No worries. Maybe next time.  
 (A) My apology for the inconvenience. (C) You could say that again.  
 (B) We should do that more often. (D) Nice of you to ask.
40. Scenario: Two students are engaging in a class discussion about tourist tax.  
 Judy: I think all landmarks should be free so that everyone has equal access to culture.  
 Cindy: \_\_\_\_\_ Entrance fees are often necessary to cover the high costs of maintenance and security.  
 Judy: That's a fair point. Maybe there could be a discount for students and locals?  
 (A) I'm not sure I agree. (C) I don't understand.  
 (B) I tend to agree. (D) I can see where you got the idea.

**Part 5. Writing Skills: Sentence Structure (10%, 2 points for each)**

**Directions: Choose the answer that best replaces the underlined part of the sentence.**

41. Social isolation, especially in older adults, can lead to a number of physical and mental disorders.  
 (A) which impacts both physical and mental health  
 (B) may result in some physical and mental problems  
 (C) seems to stem from many physical and mental health issues  
 (D) is the reason why physical and mental problems

42. Dopamine economy describes a system where neuro-marketing tactics deliberately trigger dopamine release to encourage impulse buying.
- (A) in which marketing exploits human brain's reward system, using dopamine release to drive instant gratification
  - (B) that forces marketing to target weak-minded consumers who are easily influenced to make unplanned purchases
  - (C) using mindful marketing strategies to stop people from thinking clearly before making buying decisions
  - (D) to show how ignorant consumers can be when they buy what they want rather than what they need
43. Depending fundamentally on other species for survival, humanity is directly threatened by the loss of biodiversity.
- (A) biodiversity loss threatens the continued existence of humanity
  - (B) which makes biodiversity loss a direct threat to humanity
  - (C) we face a direct threat from biodiversity loss
  - (D) humanity threatened and biodiversity loss is the cause
44. The leaders clink glasses, meaning they lift up, touch their drinks, and make a toast to show respect.
- (A) to mean that they respect each other by lifting and touching the drinks
  - (B) by lifting and touching drinks they appear to be respectful
  - (C) that means the drinks are lifted up and touched respectfully
  - (D) which involves raising and touching their drinks as a sign of respect
45. Play is as important as a child's basic needs, such as food and safety, but its importance is often underestimated.
- (A) yet people often do not realize how important it is
  - (B) while many people often overlooking its importance
  - (C) which makes its importance often go underestimated
  - (D) leading to its importance being minimized

**Part 6. Writing Skills: Paragraph Building (10%, 2 points for each)**

**Directions: Put the sentences in the correct order to make a logical paragraph.**

46. (A) When we feel a little pressure, we often work harder and pay more attention.  
 (B) For this reason, the right level of stress can push us forward in life.  
 (C) This kind of stress can help us finish tasks on time and reach our goals.  
 (D) It can also encourage us to learn new skills and try new challenges.  
 (E) A certain amount of stress can actually be good for people.
- (A) ACBDE
  - (B) EACDB
  - (C) ABDEC
  - (D) ECABD

47. (A) Not surprisingly, psychologists would suggest that video gaming may actually benefit children's cognitive development.  
 (B) Such play may strengthen a range of cognitive skills such as spatial navigation and reasoning.  
 (C) The more children reported playing strategic video games, the more they improved in problem solving.  
 (D) Recent studies indicate that playing video games may boost children's learning.  
 (E) Video gaming may also help children develop problem-solving skills.
- (A) ADBEC  
 (B) CBAED  
 (C) ECADB  
 (D) DBECA
48. (A) Many hospitals now use animals to help patients feel better.  
 (B) This relaxation helps the body recover from illness more quickly.  
 (C) In addition, patients often feel less lonely when a pet visits them.  
 (D) Doctors therefore believe that pets are an important part of modern medicine.  
 (E) Spending time with a friendly dog or cat can lower a person's stress.
- (A) ACBED  
 (B) EBACD  
 (C) AEBCD  
 (D) EDBCA
49. (A) Research also suggests that regular consumption may improve blood flow to the brain.  
 (B) Many health experts thus recommend a small daily portion as part of a balanced diet.  
 (C) Dark chocolate is often praised by nutritionists for its high concentration of antioxidants.  
 (D) These substances, known as flavonoids, help protect the body's cells from damage.  
 (E) Such a boost in circulation can lead to better performance on memory and concentration tests.
- (A) CDAEB  
 (B) CBEAD  
 (C) CEADB  
 (D) CADBE
50. (A) These "ugly" fruits or vegetables are often rejected because they have strange shapes.  
 (B) In response, some shops now sell imperfect food at a lower price.  
 (C) However, these small appearance problems do not change the taste or nutritional values.  
 (D) Many supermarkets throw away agricultural products that do not look perfect.  
 (E) Buying these items is a great way to save money and help the planet.
- (A) BADCE  
 (B) DACBE  
 (C) BEDAC  
 (D) DBECA

國立中正大學  
115 學年度碩士班招生考試  
試題

[第 2 節]

科目名稱	經濟學
系所組別	勞工關係學系-甲組

— 作答注意事項 —

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# 國立中正大學 115 學年度碩士班招生考試試題

科目名稱：經濟學

本科目共 2 頁 第 1 頁

系所組別：勞工關係學系-甲組

一、 背景：2026 年 1 月 1 日起，台灣基本工資月薪調升至 29,500 元。(25%)

1. 請說明「名目工資 (Nominal Wage)」與「實質工資 (Real Wage)」的差別，以及為何經濟分析中通常更重視實質工資。(8%)
2. 若 2026 年名目工資調幅為 3.2%，同年消費者物價指數 CPI 年增率為 3.5%，請判斷勞工的實質購買力是上升或下降，並簡要說明理由。(7%)
3. 勞動市場中常見固定名目薪資契約。若發生「非預期通膨」，此類契約將使哪一方（雇主或勞工）相對有利？請從實質所得與財富重新分配的角度說明。(10%)

二、 背景：生成式 AI (如 Gemini、ChatGPT) 已深入職場，不僅是翻譯，連法律助理、初級程式設計師的職位都受到衝擊。(25%)

1. 從生產函數的觀點，說明勞動力與 AI 技術可能形成的「替代關係」與「互補關係」。(10%)
2. 假設 AI 提升「高階經理人」的生產力，但取代部分「行政助理」的工作。
  - (1) 請以「勞動需求曲線」分別說明這兩類勞動需求可能發生的變化；(8%)
  - (2) 此種技術變遷對整體所得分配可能產生何種影響？請簡要說明。(7%)

三、 背景：台灣面臨「少子化」與「高齡化」雙重壓力，勞動市場出現結構性缺工。(25%)

1. 許多中高齡勞工在 55 歲後選擇離開職場，勞動參與率偏低。請以「勞動供給曲線」說明：若中高齡勞工對工資變動反應不大（勞動供給缺乏彈性），政府僅透過補貼企業調薪，為何可能無法顯著提高其勞動參與？(10%)
2. 承上題，請利用無異曲線圖示或文字說明：若政府改採「彈性工時」或「職場友善環境」等非薪資政策，如何影響勞動者的勞動—休閒選擇？(15%)

四、背景：外送平台中，外送員需自備機車與手機，並承擔接單多寡帶來的收入波動，但其接單價格與派單方式多由平台決定。此種勞動安排使外送員是否屬於「勞工」或「承攬者」，在政策上產生爭議。(25%)

1. 從生產要素觀點出發，為何此種勞動安排使傳統勞動市場分析變得困難？(10%)
2. 假設政府認定外送員為勞工，並要求平台為其投保勞健保，等同於平台的勞動成本上升。

在下列假設下作答：

- 外送員的勞動供給具有高度彈性；
- 平台對外送勞動的需求相對缺乏彈性。

請說明：

- (1) 請以勞動市場供需圖說明「勞動成本上升」對外送勞動市場的影響。(9%)
- (2) 在上述條件下，該勞動成本最終較可能由平台或外送員承擔較多？請從勞動供需彈性的角度簡要說明理由。(6%)

# 國立中正大學

## 115 學年度碩士班招生考試

# 試題

### [第 2 節]

科目名稱	社會學
系所組別	勞工關係學系-乙組

#### —作答注意事項—

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國立中正大學 115 學年度碩士班招生考試試題

科目名稱：社會學

本科目共 1 頁 第 1 頁

系所組別：勞工關係學系-乙組

一、英文解釋名詞：請申述其要義（共四十分）

(一) Stigmatization (十分)。

(二) Working Poor (十分)。

(三) Social Structure (十分)。

(四) Non-standard Work (十分)。

二、申論題：三題共計六十分，各子題配分於（）之內

(一)科技社會發展下有關勞動市場中疆界分野之穿透，對於未來工作與生活平衡之實踐形成高度之挑戰。有關「離線權」的概念與制度之規劃成為全球重要討論之議題。對此現象，請您試圖針對「離線權」之實踐在未來可能產生之衝擊與挑戰為何？  
(二十分)

(二)「全球各國在競爭日益的勞動市場中，經常有雇主指出他們都找不到勞工，而卻有更多的勞工都說他們在職場都找不到工作」。針對上述的勞動訊息，就您的看法，請分析此現象主要的問題為何？(二十分)

(三)國內中高齡及高齡就業族群的失業率居高不下，國內勞動研究指出中高齡及高齡就業參與路徑呈現出非穩定就業的參與模式。面對此困境，您認為有哪些處方，可以讓國內中高齡及高齡就業參與更加穩定化發展？(二十分)

# 國立中正大學

## 115 學年度碩士班招生考試

# 試題

### [第 2 節]

科目名稱	勞動法規與政策
系所組別	勞工關係學系-丙組

#### —作答注意事項—

※作答前請先核對「試題」、「試卷」與「准考證」之系所組別、科目名稱是否相符。

1. 預備鈴響時即可入場，但至考試開始鈴響前，不得翻閱試題，並不得書寫、畫記、作答。
2. 考試開始鈴響時，即可開始作答；考試結束鈴響畢，應即停止作答。
3. 入場後於考試開始 40 分鐘內不得離場。
4. 全部答題均須在試卷（答案卷）作答區內完成。
5. 試卷作答限用藍色或黑色筆（含鉛筆）書寫。
6. 試題須隨試卷繳還。

# 國立中正大學 115 學年度碩士班招生考試試題

科目名稱：勞動法規與政策  
系所組別：勞工關係學系-丙組

本科目共 1 頁 第 1 頁

一、有關勞動基準法，請附法條/理由回答下列問題：共 30 分

- (一) 自然人雇主是否受到勞基法適用？未經事業登記的工廠(地下工廠)是否受到勞基法適用？(10 分)
- (二) 請列出勞基法及其施行細則關於工作年資的規定。(10 分)
- (三) 請舉例說明何謂勞動契約優先理論。(10 分)

二、針對勞工隱私權的保護，請附法條/理由回答下列問題：共 40 分

- (一) 民法的規定在哪裡？其是否也受到憲法層面的保護？(10 分)
- (二) 請大略說明就業服務法有關勞工隱私權的規定。(15 分)
- (三) 請說明勞基法第 12 條第 1 項第 1 款「於訂立勞動契約時為虛偽意思表示」與隱私權的關係。(15 分)

三、有關集體勞動法之議題。請附法條/理由回答下列問題：共 30 分

- (一) 請列出誠信原則在團體協約法及勞資爭議處理法中的規定。(10 分)
- (二) 何謂集體休假？法院是否將其定性為罷工行為？(10 分)
- (三) 何謂間歇性罷工？其是否為工會的不當勞動行為？(10 分)

國立中正大學  
115 學年度碩士班招生考試  
試題

[第 2 節]

科目名稱	人力資源管理
系所組別	勞工關係學系-丁組

—作答注意事項—

※作答前請先核對「試題」、「試卷」與「准考證」之系所組別、科目名稱是否相符。

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5. 試卷作答限用藍色或黑色筆（含鉛筆）書寫。
6. 試題須隨試卷繳還。

# 國立中正大學 115 學年度碩士班招生考試試題

科目名稱：人力資源管理

本科目共 1 頁 第 1 頁

系所組別：勞工關係學系-丁組

## 一、單選題（每題 5 分，總分 30 分）

- 關於工作分析的特徵，下列敘述何者最為精確？  
(A)它主要針對「人」的特質進行個別評估 (B)它只需由人資部門完成，不需現場員工參與 (C)它不是針對人，而是針對「職位」本身做的全方位理解 (D)一旦完成分析後，除非組織重組，否則不需再調整
- 根據 Ulrich (1997) 所提出的人力資源四大角色模型，並綜合後續相關實證研究對人力資源部門角色演進的發現，下列何者最能反映人力資源部門在現代企業中的角色轉變趨勢？  
(A)人力資源部門的核心職能仍以人事行政與控制為主 (B)策略夥伴角色的提出，代表人力資源部門已全面取代直線主管在策略執行中的角色 (C)人力資源部門在行政性人事作業上的時間投入顯著下降，而在制度發展與策略參與上的角色重要性逐步提升 (D)變革推動者角色的出現，顯示人力資源部門已不再需要回應員工需求或參與領導人才培育。
- 根據美國人力資源認證協會的定義，「績效管理」與「績效考核」的關係為何？  
(A)兩者為同義詞，可以互換使用 (B)績效管理僅發生於績效考核完成之後，主要用於決定獎酬分配 (C)績效考核是績效管理流程中的一項工具或活動 (D)績效考核著重短期績效結果，而績效管理僅關注過去工作表現。
- 下列有關甄選面談的敘述，何者為非？  
(A)為了更了解應徵者，面試問題應完全依每位應徵者背景即興調整，才能提高面談的公平性與彈性 (B)讓面試官自由發問、未事先規劃評分標準的面談，容易造成評分一致性不足與偏誤 (C)結構化面談通常包含固定題目、明確評分標準與一致的面談流程，有助提升信度與公平性。 (D)情境式面談重點在於設計與職務相關的情境，要求應徵者描述會如何應對。
- 下列哪一項不屬於員工訓練的需求分析範疇？(A)人員分析 (B)任務分析 (C)市場分析 (D)組織分析。
- 組織通常為確保目標達成會進行績效管理，但績效管理的目的不包括下列何者？(A)策略性目的 (B)員工發展目的 (C)行政管理目的 (D)組織結構設計目的。

## 二、問答題（總分 70 分）

- 工作分析為何是人力資源管理的基礎？請列舉至少四項理由，並說明每一項理由如何支持人力資源實務運作及組織目標。（25 分）
- (1)薪資公平的內部公平、外部公平是指什麼？（10 分）  
(2)你認為應該如何做才能兼顧？（10 分）
- 因應年輕的 Z 世代員工，被認為自主性高，注重工作生活平衡、加班的意願較低，你認為應該人力資源部門可採取什麼制度或管理措施來激勵這些員工？請結合理論和實務觀點加以說明。（請盡量具體，建議作答字數：400-500 字）（25 分）