考 試 科 目	專業英文	所　別	公共行政研究所	考 試 時 間	5月16日 星期六 第1節

1. **Give a brief account (300~350 words) of how to flexibilize the personnel administration of civil service. (30%)**

2. **Reading comprehension: Read the following two pieces of coverage and answer all questions. (40%)**

2-1: Examination Yuan passes revised retirement system

By Shih Hsiu-chuan
STAFF REPORTER
Taipei Times, Friday, Apr 03, 2009, Page 3

The Examination Yuan yesterday approved a proposal to revise the civil servant retirement system, which could save the national treasury up to NT$4.3 billion (US$129 million), Minister of Civil Service Chang Che-chen said. "One of the main revisions was made to discourage civil servants from applying for early retirement as this rising phenomenon has resulted in a waste of resources and imposed a heavy financial burden on the nation's fiscal system," Chang said.

The bill stipulates that a civil servant cannot apply for early retirement unless the sum of the individual's number of years in public service and his or her age exceeds 85 — replacing the current threshold of 75.

However, to meet the ministry's goal of reducing the number of civil servants by 4,000 to 176,000, three exceptions would be made to qualify for preferential retirement: those who have completed 20 years of civil service; those aged 50 or above who have completed 10 years of service; or, a senior official who has reached the highest salary bracket for at least three years.

The preferential treatment will grant a maximum of seven months' salary on top of their pension to the volunteers whose applications are approved by their superiors..

If the revisions are approved by the legislature, the spouse of a deceased civil servant will not be granted life-long monthly relief pension unless he or she meets three new conditions: They were married for more than two years; he or she is at least 55 years of age; and he or she lacks the ability to earn a living.

The proposal also recommends establishing a mechanism to weed out incompetent civil servants by authorizing government institutions to ask civil servants who have been ill for a long time or performed under par to retire early.

2-1-1. Does the new civil service retirement system come into effect now? (2%)

2-1-2. What are the self-contradictory measures in the Examination Yuan's proposal on the civil service retirement policy? (10%)

2-1-3. Which two measures under the Examination Yuan's proposal would lead to an early retirement of civil servants? (8%)

備 考　試　題　隨　卷　繳　交　〈背面還有試題〉

考試科目	專業英文	所　別	公共行政研究所	考試時間	5 月16日 星期 六	第 1 節

2-2: Contract workers demand rights

NO PROTECTIONS: Contract civil servants say they often work for the government for years without receiving an adequate pension. They also fear being fired arbitrarily

By Shelley Huang

STAFF REPORTER

Taipei Times, Wednesday, Apr 15, 2009, Page 2

Dozens of contractors yesterday gathered in front of the Council of Labor Affairs building to protest the council's failure to protect their rights.

The demonstrators said they represented the 26,000 civil service contract employees nationwide who are not protected by the Labor Standards Act and other laws governing public employees.

Covering their faces and tying bandannas around their heads that read, "Give me back by labor rights," they shouted, "Labor Standards Act applies to all."

The protesters urged the council to protect their rights by announcing that the Labor Standards Act is applicable to them, and cited Article 3 of the Act, which said that it "shall apply to all forms of employee-employer relationships."

Although the government promised thousands of civil service contract employment openings at national job fairs across the country, they were not the type of stable positions job seekers were hoping for, but rather "disposable chopsticks" that could be thrown away after use, they said.

Labor Rights Association president Wang Chuan-ping, one of the protest leaders, urged the council to include them under the Labor Standards Act this year.

"We don't want unstable work. We live with the fear of being the first to be laid off," she said. "We work for 10, 20 years, but get no pension."

A woman who has worked for the Taipei Police Department for 22 years as a contractor said that although the Labor Standards Act applies to temporary workers, the department signed them on as short-term contractors so they could legally lay them off. In the end, she only received a NT$150,000 pension from the government.

In response, the Council of Labor Affairs said that the issue was under the jurisdiction of the Examination Yuan's Ministry of Civil Service.

"We are concerned about their labor rights, so we will help them voice their concerns to the Ministry of Civil Service," Department of Labor Standards Section Chief Wang Chin-yang said.
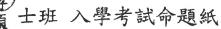

備	考試題隨卷繳交

2-2-1. What is the appeal of the government contract employees who petition the Council of Labor Affairs? (5%)

2-2-2. Please give a synonym of "laid off" (line 1, paragraph 7) (3%).

2-2-3. According to the above coverage, what is the major difference between the government contract employees and the temporary workers? (7%)

2-2-4. Why is the Council of Labor Affairs unable to help the government contract employees? (5%)

3.   Translate the following quotation into Chinese (30%).

The terms "incrementalism" has become a popular shorthand symbol for one or more of several ideas progressively propounded by Lindblom, mainly since his major collaborative work with Robert Dahl, and which taken collectively constitute the Lindblomian paradigm. These are:

1. That in public policy making the level of theoretical understanding of the relationships among relevant variables is low.

2. That policy makers typically confine themselves to consideration of those variables, values and possible consequences that are of immediate concern to themselves and which differ only marginally from the status quo, thus greatly simplifying their analysis of possible options.

3. That in the face of such limited informational and theoretical input policy movements are based on trial and error interventions of an intendedly marginal kind, so that unanticipated consequences may be coped with more easily.

4. That policy and/or political change occurs only marginally, that is, what will be the case tomorrow will not differ radically from what exists today. This is what Lindblom refers to as incrementalism "as a political pattern" — its "core meaning,"

5. That policy making is a process of political and social interaction — negotiation, bargaining, etc — among groups promoting and protecting differing and competing interests and values. This is Lindblom's "partisan mutual adjustment," a political process that contrasts with a system in which policy is driven by centralized, information-based decision-making (either system being capable of producing incremental policy change, which thus is conceptually different from partisan mutual adjustment).

6. That political and policy change is not a function of any coherent set of transcendently guiding goals.

(Quoted from Robert Gregory, "Political Rationality or 'Incrementalism?' Charles E. Lindblom's Enduring Contribution to Public Policy Making Theory," *Policy and Politics*, **17**, 1989, pp.140.)

| 考 試 科 目 | 行政組織與管理 | 所　別 | 公共行政學系博士班 | 考 試 時 間 | 5月16日 星期六 | 第 2 節 |

一、請說明組織理論的研究架構?及組織理論有哪些學派?每種學派有哪些主要的學者及其觀點?(25%)

二、管理哲學的意涵?請說明我國有哪些重要管理哲學學派?其主要代表人物及學說?(25%)

三、請回答本題組內三個關連性問題:

1. 一般教科書,常用哪些概念(指標)來描述「組織結構」的特性? (20%)

2. 包括權變理論等強調,不當的組織結構設計是降低組織運作績效的重要因子,何以如此呢?(10%)

3. 先扼要說明科層式組織 (bureaucracy) 所呈現的上述結構特性後,再討論政府部門採用科層式組織結構的優缺點。(20%)

| 備 考 | 試 題 隨 卷 繳 交 |

| 考 試 科 目 | 現代社會科學研究方法 | 所別 | 公共行政學系博士班 | 考 試 時 間 | 5 月 16 日 星期六 | 第 3 節 |

一、吾人在從事因果推論時，常會犯許多推論上的謬誤，請回答下列諸問題：

1、何謂生態的謬誤（The ecological fallacy）？（5分）

2、何謂簡化主義（Reductionism）？（5分）

3、欲從事有效的因果推論時必須滿足哪些條件？（15分）

二、吾人從事研究時，常採用回歸分析的方法，請回答下列諸問題：

1、何謂多元回歸（Multiple regression）？（5分）

2、欲採用多元回歸此方法時，有哪些使用上的限制？（10分）

3、今吾人欲以 X1（酗酒次數）X2、（違規次數）、X3（每月保養車子的次數）、X4（時速）、X5（車中乘坐人數的多寡）來預測車禍發生時傷亡人數的多寡，請問此回歸方程式在作預測時是否具有效力？哪幾個獨立變數（X1、X2、X3、X4、X5）較具預測力？而哪一個獨立變數其預測力最大？（10分）

Variable	b	Beta	T	Sig T
X1	6.5	.45	8.63	.000
X2	2.5	.18	2.78	.072
X3	2.7	.21	2.81	.069
X4	4.6	.32	6.03	.036
X5	5.3	.37	7.12	.032

Multiple R=.82 R^2=.67   Adjusted R^2=.62

三、從最近國內所發生的有關公共行政的議題，發想一個適合質化研究的主題。說明：(1)議題背景 (2)研究提問 (3)研究目的 (4) 為何適合質化研究 (5) 資料蒐集與分析方法。(各5%)

四、在公共行政領域質化及量化的研究中，研究者與被研究者之間的關係如何影響研究結果。(10%)兩者在研究過程以及研究結果的呈現上如何處理這個問題。(15%)

| 備 | 考試 題 隨 卷 繳 交 |