

I. Translate the following paragraphs into English (20%):

- (I) (10%) 「清楚地說，如果從評估績效管理制度中可以學到什麼經驗，那就是績效管理制度本身必須是管理制度，而不僅是人力資源管理制度。組織高階管理者們必須是持續推動和強化組織績效的啦啦隊長。」 **FROM:** Howard Risher (2002) "Pay-for-performance: The Keys to Making It Work." *Public Personnel Management*, 31, p.324.
- (II) (10%) 「治理之所以成爲一個吸引人的概念，在於它將政治系統與其環境加以連結，並使政治學研究與政策方案之間更具關聯性，也就是說，當我們想到治理時，就會想到如何去引導經濟和社會系統，以及如何去達到共同的目標。」 **FROM:** Pierre, Jon and B. Guy Peters. (2000) *Governance, Politics and the State*, p.1.

II. Translate the following paragraphs into Chinese (40%):

- (I) (10%) "The policy window is an opportunity for advocates of proposals to push their pet solutions, or to push attention to their special problems... Sometimes, the window opens quite predictably. The scheduled renewal of a program, for instance, creates an opportunity for many participants to push their pet project or concern. At other times, it happens quite unpredictably. Policy entrepreneurs must be prepared, their pet proposal at the ready, their special problem well-documented, least the opportunity pass them by." **FROM:** Kingdon, John W. (1995) *Agendas, Alternatives and Public Policies*, p.165.
- (II) (10%) "The principle-agent approach would make sense if politics could be characterized as a chain of independent principal-agent relationships, such as that between citizen and legislator, legislator and bureau head, and bureau head and subordinate. Each relationship could then be analyzed in isolation from the others. A single decision, however, often influences more than one relationship in this chain. For example decisions aimed at reducing 'agency loss' between citizens and legislators – the commitment problem – often involve constraining legislative influence over administration, and thus increase the potential agency loss between legislators and bureau heads." **FROM:** Horn, Murray J. (1995) *The Political Economy of Public Administration*, p.24.
- (III) (20%) "Efficient. Productive. High performing. These are all powerful symbolic terms when applied to government. But well managed? High capacity? How do these terms fit into the debate? Are they even part of the debate about how to improve the daily business of government and the performance of public organizations? ..... However the debate has been cast, a critical component remains largely unexamined. Management – its qualities, processes, and activities – has been taken for granted. Of course management matters, both scholars and practitioners have asserted, and there is no need to pursue the issue further. But how does management matter? When does it matter? If it matters in a negative way, can it be fixed? Is management a neutral, technical activity, as many of the assumptions that underpin civil service suggest, or is it something far more complex that profoundly affects governments' abilities to deliver the promise of government to citizen?" **FROM:** Ingraham, Patricia W., Philip G. Joyce, and Amy Kneeder Donahue. (2003) *Government Performance: Why Management Matters*, pp.1-2.

III. (40%) Write a short essay on "The Relationship between Globalization and the Development of Non-profit sector within Nation-state." (250 ± 50 words)

- 一、何謂「學習型組織」(Learning organization) ? (5% ) 並說明實現「學習型組織」之策略為何? (20% )
- 二、轉換型領導 (Transformational leadership) 是近年來新出現的一種領導理論，其與過去的領導理論有何不同? (5% ) 其理論基礎為何? (10% ) 其構成要素又為何? (10% ) 試一一說明之。
- 三、政府組織有效管理必須充分結合三大管理理論，即策略管理、績效管理和顧客 (指涉 clients, citizens or customers 等) 管理。請你除了很簡單解釋每個管理的要旨外，更進一步充分地申論三者間的相互關係。(30%)
- 四、民主政治下，政府整體或組織的主要政策或計畫，有認為必須要  
先有相關行政作用 (組織) 法為根據方可推動執行，也有認為只  
要有法定預算即可。請你討論究竟你接受何種論點或你的綜合見  
解。(20%)

一、試就社會科學研究方法所稱之「世界觀」、「社會實體」與「科學」，分別加以析評之。社會科學研究方法堪稱多元不一，是否可加以整合？其理由何在？（25%）

二、試舉出三種常用的質的研究方法，說明其如何實際運用？其研究設計的步驟為何？其研究效度如何考量？並請舉實例。（25%）

三、何謂中央極限定理與常態分配？兩者對量的研究之重要性又如何？請論述之（25%）

四、(1) 請闡釋下面二段文字(10%) 一般將假設陳述區分為三類：差異性、條件式及函數式陳述，試問 (2) 三種假設陳述的表達方式為何？並請依公共行政所學各舉一例 (3% + 6%) (3) 可應用那一些統計方法檢証上述三種假設陳述？(6%)

The model of scientific procedure involves the testing of preformulated hypotheses which have been derived from strict deductive reasoning or more general theoretical considerations. Certain logical operations must thus precede the collection of the data. If the hypothesis derives directly from these logical operations, and if the empirical data turn out to confirm the hypothesis, then the theory which engendered the hypothesis is supported.

There is thus a strong mutual dependence of data and theory, the theory determining which of the multitudinous facts of social life are to be selected for investigation, and the data lending support to the theory. Hypothesis testing has long represented the model of research procedure because the hypothesis is presumably drawn from theoretical considerations and because it is potentially nullifiable by empirical data.