

國立中正大學九十六學年度博士班招生考試試題

系所別 (組別)：心理學系

科目：組織心理學

一、請舉例說明組織心理學研究者如何探討感興趣現象的中介歷程 (mediating process)。即可以藉由那些方法檢驗產生現象的機制 (mechanisms)？回答時請以具體的理論及實徵研究為例來說明這些方法。(20分)

二、請閱讀下列摘要，並回答問題：

Underpinned by Erez and Earley's (1993) cultural self-presentation model, the first objective of the current study was to examine the self-concept constructs of organization-based self-esteem (OBSE) and perceived insider status (PIS) as mediators of the relationship between delegation and the work outcomes of job satisfaction, affective organizational commitment, task performance, and innovative behavior. Further, research on delegation has rarely been conducted in non-Western contexts; hence, knowledge of the cultural variables that promote effective delegation in these contexts is scant. A second objective of the current study was to examine the moderating influence of the individual cultural value orientation of traditionality (Farh, Earley, & Lin, 1997) on the relationship between delegation and the self-concept constructs of organization-based self-esteem and perceived insider status in a non-Western setting.

Source: Chen, Z. X., & Aryee, S. A. (2007). Delegation and employee work outcomes: An examination of the cultural context of mediating processes in China. *Academy of Management Journal*, 50(1), 226-238.

1. 請從以上描述中，圖示此篇論文的研究架構 (10分)。
2. 如果你是這篇論文的作者，你會如何進行此項研究？(10分) 採用何種資料分析方式？(10分) 以及可能會面臨的研究限制為何？(10分)

三、請說明研究的概念層次 (level of conceptualization)(10分) 與分析層次 (level of analysis)(10分)，並請舉例說明何謂跨層次 (cross-level) 的研究議題 (10分)，同時，說明適合進行跨層次研究的分析方式為何 (10分)。

