

科目：心理測驗

系所組：工商心理與衡鑑學組

一、假定你是某公司的人事主管，最近公司才花了一大筆錢購買了一份極有品質之人事甄選測驗，請問：在何種情況下，你會使用這份測驗來進行人事甄選？請具體說明你的考量。--20%

二、某一份研究的測量工具品質資訊如下（下表引自 Pugh, S. D., Groth, M., & Hennig-Ghuru, T. (2010). Willing and Able To Fake Emotions: A Closer Examination of the Link Between Emotional Dissonance and Employee Well-Being. *Journal of Applied Psychology*, doi:10.1037/a0021395.），請回答問題：

(一) 請問何謂 composite reliability? --10%

(二) Factor loadings (as standardized coefficient) 該如何解讀? --10%；下表中所呈現之資訊有何意義? --10%

Item	Standardized coefficient	Composite reliability
Surface acting		.90
Put on an act in order to deal with customers in an appropriate way.	.88	
Fake a good mood when interacting with customers.	.93	
Put on a "show" or "performance" when interacting with customers.	.82	
Importance of authentic emotional display		.83
It often makes me feel uncomfortable if I have to hide emotions that I actually feel.	.74	
If I need to express emotions that I do not actually feel, I often feel like I am deceiving others.	.74	
When I need to show emotions that I do not really feel inside, I often feel tense and pressured.	.74	
It is meaningful and valuable to me to always be honest in showing my real emotions.	.72	
Self-efficacy surface acting		.90
[Confidence you can perform this behavior] Put on an act in order to deal with customers in an appropriate way.	.85	
[Confidence you can perform this behavior] Fake a good mood when interacting with customers.	.91	
[Confidence you can perform this behavior] Put on a "show" or "performance" when interacting with customers.	.84	
Emotional exhaustion		.88
Being tired	.69	
Being "wiped out"	.87	
Feeling run-down	.89	
Feeling rejected	.61	
Being exhausted	.76	
Job satisfaction		.89
All in all, I am satisfied with my job.	.90	
In general, I don't like my job (reverse scored).	.72	
In general, I like working here.	.83	

Note.  $N = 528$ . All factor loadings are significant at  $p < .01$ .

三、某份校標參照測驗測量兩次的結果如下，請問：信度為何? --20%

	通過	不通過
通過	20	5
不通過	5	18

四、在校標參照測驗中，如何找到合適的決斷點 (cut-off point)? --30%

※ 注意：1. 考生須在「彌封答案卷」上作答。

2. 本試題紙空白部份可當稿紙使用。

3. 考生於作答時可否使用計算機、法典、字典或其他資料或工具，以簡章之規定為準。