

一、請就我國公務人員人事制度中的主要業務，舉三種說明其主要缺點、理由，以及改革之道。(25分)

二、台北市長柯文哲上任之後，大幅度批判台北市進行之 BOT 案件，請說明 BOT 制度的定義、背景、由來、主要優缺點，並以台北市的兩例，說明規劃 BOT 案件時，應該注意的事項。(25分)

三、請說明下面這段話的內涵，並討論以台灣的情形而言，你是否贊成 the advantages of life tenure still seem to outweigh its disadvantages? 為什麼?(25分)

「Until now, life tenure has been considered a key element in many EU member states, which makes an essential contribution to ensuring the continuity and stability of the civil service. It is curious to observe that the human resource management reform discussion relating to a more performance oriented civil service has so far focused mainly on elements such as the introduction of performance evaluations and performance-related pay systems, without considering the principle of life tenure. In the great majority of civil services, the reduction of employment security is not seen as an efficient instrument for increasing the performance of staff. In other words, the advantages of life tenure still seem to outweigh its disadvantages. However, the situation is more complex than it seems. Although many countries indicate in their responses that tenure is still in place, they also state that it is possible in theory to dismiss civil servants for poor or inadequate performance.」

(節錄自 Danielle Bossaert & Senior Lecturer, 2005 “The flexibilisation of the employment status of civil servants : From life tenure to more flexible employment relations? ” )

四、影響民眾對政府施政滿意度的因素可能有哪些？請提出三項你認為最重要的提升施政滿意度的策略，並說明原因。(25分)

試題隨卷繳回