

**I. Translate the following English articles into Chinese.****A. (20%)**

These operations and procedures may all involve risks of unsuccessful results, complications including but not limited to bleeding, infection and nerve/nervous system damage, injury, or even death, from both known and unforeseen causes, and no warranty or guarantee is made as a result.

You have the right to consent to or to refuse any proposed operation or procedure at any time prior to its performance. Upon your authorization and consent, this operation or procedure, together with any different or further procedures which in the opinion of the supervising physician or surgeon may be indicated due to any emergency, will be carried out on you. The operations or procedures will be carried out by the supervising physician or surgeon named above, together with associates and assistants, including anesthesiologists, pathologists and radiologists from the medical staff of Mercy University School of Medicine.

B. (30%)

According to search consultants, job hunters neglect due diligence in four important areas.

First, they often don't do their homework on the job-marketing realities for their industry or function. Since they're not fully informed, they have unrealistic expectations when it comes to the search.

Second, they don't pay enough attention to a potential employer's financial stability and market position. Executives who would scrutinize the balance sheet of any firm they might acquire nevertheless assume that companies offering them a job must be on solid ground. Yet plenty of businesses will hire for senior jobs even when they know there's trouble ahead, so it's up to the applicant to assess how likely it is that the new job will still exist in six months.

Third, executives fail to consider cultural fit. Although hiring managers are supposed to attend to that, they often don't – and it's the new hire who will suffer most if the fit is a poor one.

Fourth, recruits assume that the official job title and description accurately reflect the role. But companies have been known to sweeten a title to attract top talent. Additionally, in a badly managed organization, people may find themselves in ill-defined jobs that have little relationship to their formal titles. Job candidates frequently fail to press potential employers for specifics such as how their performance will be measured. Without that information, the success of any move depends on the luck of the draw.

**II. Translate the following Chinese articles into English.****A. (30%)**

在一開始，外包是一系列可靠而行之有效的原則，實施者也是稱職的經理人。但是到了後來，外包就走上了其他管理趨勢的老路：不那麼稱職的經理人也開始外包，因為它時髦，因為管理顧問們說外包是好辦法，總而言之，因為外包似乎是削減成本的絕佳方式。

外包已經成了趕時髦的行爲。很多企業希望能藉此削減成本，最後卻以失望告終。服務供應商們一開始的報價總顯得很划算，等到續約時，價格卻貴了很多。到了那時候，議價能力已經轉移了。公司將業務外包後，會發現自己已無法再做包出去的工作。承包人則處於更有利的要價地位。外包還有其他隱藏的成本，比如無法控制外包工作品質。

關於外包，有很多企業似乎都疏忽了一點，那就是外包並不表示某項工作的管理結束了，而是意味著另一種管理開始了。這是一種不同的管理，而且往往更艱難。在這一管理模式下，你不是在要求本企業的雇員善盡職守地完成工作，而是要確保別的企业雇員善盡職守地完成工作。既要讓他們盡本分完成工作，還不能使用雇用、解聘、晉升、獎勵這些熟悉的手段。你可以和承包商爭吵，或者威脅要換掉他們，但是一旦他們侵入了你的組織和系統，換掉他們又談何容易？

B. (20%)

對於新制標準的實施效應，勞委會預估，未來每年申請案件應會上升到 350 件左右，若以通過率約 3 分之 1 計算，通過核定的案件可能增加到 100 多件。

無論如何，將過勞列入職業病，只是維護勞動尊嚴的基本「底線」；畢竟，失去了寶貴的健康甚至生命，任何金錢補償只是治標，不是治本。勞工團體呼籲，政府除了矯正不合時宜的認定標準，還需預防過勞，包括落實勞基法相關勞動法規，對於違法雇主加重處罰，以及從源頭遏止企業濫用「責任制」。

更重要的是，在那麼多人不分階層、年齡，因過勞而付出慘痛代價之後，社會大眾應當警醒：過勞現象絕不應該被歸咎於「個人健康管理不當」，而是社會結構與工作體制出了問題；同時，唯有透過集體行動，爭取符合人性的工作倫理，現代人才能真正免於過勞之苦，享受合理的勞動果實。