一、請定義說明何謂「就業力（employability）」？並申述您認為企業應實施那些人力資源管理措施，始可有效提升「員工就業力」？（本題佔 25 分）

二、2015 年全球市場需求疲軟，台灣出口金額大衰退，許多公司外銷業績節節下降，員工們在無薪假的氛圍下，工作士氣低落。敬請您依照所學習的人力資源管理知識，闡述您認為企業為提升人力資源士氣，在短期（3 個月內）、中期（1 年）與長期（2-3 年）應有的解決因應對策為何？（本題佔 25 分）
三、 Some organizations have recently adopted 360-degree performance evaluations. Under this evaluation system, the employee is evaluated not only by supervisors and peers but also by the employee's subordinates. Discuss why an organization might want to adopt 360-degree performance evaluations. What are the potential problems and possible costs with this type of performance evaluation? (20 points)

四、 There has been an increased emphasis on compensating employees through incentive pay. High incentive pay, however, is not likely to be productive in all settings. Discuss the factors that are likely to favor paying high incentive pay to employees. (15 points)

五、 To reduce employees’ conflicts between work and non-work (e.g., family), organizations may use family-friendly policies such as family leave policies, flextime and child care. Discuss the labor policies and labor laws in Taiwan related to employee family-friendly policies. (15 points)