

中国科学院研究生院
2008 年招收攻读博士学位研究生入学统一考试试卷
科目名称：管理心理学

考生须知：

本试卷满分为 100 分，全部考试时间总计 180 分钟。

一、名词翻译与解释（每题 4 分，共 20 分）

1. implicit leadership theories
2. management by objectives
3. on-the-job/on-site training
4. forced-choice scale
5. face validity

二、简答题（每题 10 分，共 40 分）

1. 如何看待团队凝聚力的作用？
2. 简述编制行为锚定量表（Behavioral Anchored Rating Scale, BARS）的一般程序。
3. 简述招聘面试可能发生的偏差及控制措施。
4. 简述影响职工自愿离职的组织因素。

三、论述题（第 1 题 12 分，第 2、3 题各 14 分，共 40 分）

请阅读下面这篇论文的摘要，然后回答问题。（来自：DeRue, D. S., Morgeson, F. P. (2007). Stability and Change in Person-Team and Person-Role Fit over Time: The Effects of Growth Satisfaction, Performance, and General Self-Efficacy. Journal of Applied Psychology. 92(5):1242-1253）

Although considerable research has focused on various forms of person-environment fit, little research has examined how person-team and person-role fit operate over time in team contexts. To address this gap, the authors examined the dynamic nature of values-based person-team fit and person-role fit. They identified several factors that influence these fit perceptions over time. Individuals were composed into teams that worked intensively over an extended time period. Results suggest that person-team fit, when conceptualized as values congruence, is generally stable over time, but perceptions of person-role fit in teams are dynamic. Individuals' growth satisfaction and performance were positively related to increases in person-role fit over time. Furthermore, the effect of performance on person-role fit was moderated by individuals' general self-efficacy. Implications for managerial practice and future research are discussed.

1. 请你译述该研究的主要内容。（12 分）
2. 价值观对绩效的预测作用已经得到理论界及管理实践的认可，然而现在常用的价值观测量工具大多都是基于西方文化下开发的，很多内容难移植到中国文化背景下。请你按照量表开发的要求编制一套适合中国文化背景的价值观量表，写出你的研究方案。（14 分）
3. 请你设计一个研究，探讨 value congruence 与团队绩效的关系。（14 分）