

科目：教育政策與行政理論與實務

編號：001

考生注意：

1. 依次序作答，只要標明題號，不必抄題。
2. 答案必須寫在答案卷上，否則不予計分。
3. 限用藍、黑色筆作答；試題須隨卷繳回。

本 試 題

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第 1 頁

一、教育財政的三項原則：效率、公平與適應，試以此三原則評析十二年國教排富與否的爭論。（25%）

二、「批判典範」（critical paradigm）為教育行政研究典範之一，「批判教育學」（critical pedagogy）是近年來頗具影響力的教育思潮之一，二者對教育行政學的研究都有相當程度的影響。請比較二者主要概念的異同，以及討論二者在教育行政學研究上的應用。（25%）

三、請以中文翻譯下列文句，並提出個人評論。

In the current job market, graduates from institutions with a good reputation not only have greater probabilities of being successful job seekers, but can also get job offers with higher starting salaries. Those who have a strong academic record, supplemented by holding a National Standard English Certificate, for example, are at an advantage both in job seeking and in starting salary. These criteria will be noted by higher education students and institutions, while the responses from the job market will stimulate students, institutions and even governments to improve the quality of higher education. Meanwhile, to a large extent, improving the quality of education is also useful in reducing over-education; therefore, it will drive governments to push institutions to improve the quality of higher education. （25%）

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第 2 頁

四、

(一) 在 Northous, P. G. (2004). *Leadership: Theory and practice*. London: Sage.[第一章]這篇文章中提到 “But leadership is also different from management. While the study of leadership can be traced to Aristotle, management emerged around the turn of the 20th century with the advent of our industrialized society. Management was created as a way to reduce chaos in organizations and to make them run more effectively and efficiently. The primary functions of management, first identified by Fayol (1916), were planning, organizing, staffing, and controlling.... In a book that compared the functions of management with the functions of leadership, Kotter (1990) argued that the functions of the two are quite dissimilar. The overriding function of management is to provide order and consistency to organizations, whereas the primary function of leadership is to produce change and movement. Management is about seeking order and stability; leadership is about seeking adaptive and constructive change” (p. 8).

1-1: 請問首先提出管理的功能的學者是誰? (2%)

1-2: 請問領導這個概念可以最早追溯到誰? (2%)

1-3: 請問領導和管理有什麼不同?(請用中文回答)(8%)

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(二) “Interest in leadership development is strong, especially among practitioners. Nonetheless, there is conceptual confusion regarding distinctions between leader and leadership development, as well as disconnection between the practice of leadership development and its scientific foundation. The present review examines the field of leadership development through three contextual lenses: (1) understanding the difference between leader development and leadership development (conceptual context); (2) reviewing how state-of-the-art development is being conducted in the context of ongoing organizational work (practice context); and (3) summarizing previous research that has implications for leadership development (research context). The overall purpose is to bridge the practice and science of leadership development by showing the importance of building both human and social capital in organizations. Specific practices that are reviewed include 360-degree feedback and executive coaching, mentoring and networking, and job assignments and action learning. Practices and research are framed in terms of a general need to link leader development, which is primarily based on enhancing human capital, with leadership development that emphasizes the creation of social capital in organizations.”

The above is the abstract of the article Day, D. (2000). Leadership development: A review in context. *Leadership Quarterly*, 11, 581-613.

2-1: In this paper, the author made distinctions between two concepts, what are these two concepts? (Please answer in English 請用英文回答) (4%)

2-2. What is the overall purpose of this article? (Please answer in English 請用英文回答)(3%)

2-3. What practices are reviewed in this article? (Please answer in English 請用英文回答)(6%)