令和８年度　大学院博士後期課程一般・外国人留学生試験問題

英　語　I

下記の英文を和訳しなさい。

Managed organizations serve both to coordinate the decisions and actions of individuals and groups and to motivate these people to perform the needed activities. This chapter considers the nature of motivation problems in organizations and summarizes theories of the means to address these problems, focusing on the literature in economics but drawing ideas and observations from such fields as economic sociology and accounting where possible.

Both in well-functioning competitive markets and under efficient Coasian bargaining, the motivation problem is fully solved. But familiar sources of contracting problems—precontractual private information leading to adverse selection, observability problems leading to moral hazard, or contractual incompleteness from whatever cause—mean that neither the market nor bargaining always works perfectly. In these circumstances, other ways to solve the coordination and motivation problems should be considered. Managed organizations are a prominent alternative.

Motivation can be an issue in organizations because self-interested behavior by the organization's members may not produce a Pareto-efficient outcome for the group as a whole. The problem is one of externalities: the members of an organization typically do not bear all the costs and benefits of the actions they take and the decisions they make in the organization.

出典：Robert Gibbons and John Roberts, 2013, "Economic Theories of Incentives in Organizations," *The Handbook of Organizational Economics*, edited by Robert Gibbons and John Roberts, pp.56–99, Princeton University Press. p.56 より抜粋，編集

令和８年度　大学院博士後期課程一般・外国人留学生試験問題

英　語　Ⅱ

下記の英文を和訳しなさい。

Morality and moral decision-making are among the oldest topics of academic inquiry, dating back to original religious texts and ancient Greek philosophy. But even after thousands of years, scholars today still struggle to fully understand how we make (and the consequences of) moral choices. By moral decision-making, we mean the process of making judgments and choices that have moral and ethical implications. It involves assessing the rightness or wrongness of potential actions and choosing how to proceed (whether somewhat automatically or with more conscious deliberation). Like other types of decision-making, moral decision-making is complex. It is influenced by a decision-maker's individual characteristics, interpersonal factors, the decision-making context, and the nature of the issue being faced. Within organizations specifically, examining ethical decision-making is important because not only do moral decisions have consequential financial and ethical implications for organizations but also organizational factors (culture, leadership, hierarchy, incentives, etc.) can greatly affect the very process of moral decision-making itself. In this review, we highlight recent research in organizational behavior and organizational psychology related to moral decision-making, and then we discuss areas for potential future inquiry. But first, we provide a brief overview of some of the key theories and perspectives that have helped inform and shape the research on moral decision-making in organizations.

出典：Kouchaki, M., & Smith., I. H. (2025). Moral decision-making in organizations. Annual Review of Organizational Psychology and Organizational Behavior, 12, 45-72. https://doi.org/10.1146/annurev-orgpsych-110622-045715 より抜粋，編集（Creative Commons By 4.0 ライセンスによる）.