

**OLLSCOIL na hÉIREANN, GAILLIMH
NATIONAL UNIVERSITY OF IRELAND, GALWAY**

SUMMER EXAMINATIONS, 2000

**SECOND YEAR EVENING B. COMM. AND
DIPLOMA IN MANAGEMENT EXAMINATION**

INDUSTRIAL RELATIONS AND PERSONNEL MANAGEMENT - MG 211

Unit Value: 2

Prof. Paul Willman

Prof. Roy Green

Mr. Jim Redmond

Ms. Mary Quinn

Time allowed: TWO hours

Answer THREE questions.

All questions carry equal marks

Question 1.

How would you advise someone who will be carrying out selection interviews to prepare for and conduct these interviews in order to optimise the opportunity to select suitable candidates? You should pay attention to both administrative concerns and concerns about the interview process.

Question 2.

Explain the role of the Labour Relations Commission in the areas of conciliation, mediation and arbitration.

Cont'd.....

.... Cont'd.

Question 3.

The Safety Health and Welfare at Work Act, 1989 has been described as one of the most comprehensive pieces of legislation in the history of the state. Describe the origins and the main provisions of the Act.

Question 4.

What advice would you give to an organisation which was considering the introduction of a performance management system? How would you describe the benefits and short-comings of the system?

Question 5.

Explain how job evaluation can assist in the establishment of equitable wage and salary rates. Discuss the advantages and disadvantages of one job evaluation system you are familiar with.