

**OLLSCOIL NA hEIREANN, GAILLIMH
NATIONAL UNIVERSITY OF IRELAND, GALWAY**

SUMMER EXAMINATIONS, 2003

**SECOND COMMERCE
DIPLOMA IN BUSINESS STUDIES
THIRD CORPORATE LAW**

**INDUSTRIAL RELATIONS AND HUMAN RESOURCE MANAGEMENT
(MG321 & MG302)**

**Professor Jonathon Winterton
Professor Roy Green
Ms. Deirdre Morgan**

Time Allowed: Two Hours

Please answer three questions in total. All questions carry equal marks.

1. Describe the role and functions of the Labour Relations Commission (LRC). Discuss the effectiveness of the LRC as an institution of dispute resolution.
2. Describe in detail the provisions of the Safety, Health and Welfare at Work Act, 1989. Discuss the role of the Health and Safety Authority (H.S.A.) in the implementation of the legislation.
3. Discuss the importance of the social partnership process in Irish industrial relations. Illustrate your argument with reference to the social partnership agreements.
4. Describe the role and functions of a typical human resource management department. Discuss the importance of the Human Resource Management function in the effective management of organisations.
5. Once a position becomes available, discuss the steps that an organisation should go through in an attempt to attract a pool of suitable applicants.