

Ollscoil na hÉireann, Gaillimh
National University of Ireland, Galway

Semester II Examinations, 2004/2005
Front Page Template

Exam Code(s)	3BC1, 4BC2, 4BC3, 1EM1, 1OAI
Exam(s)	3 rd Commerce
Module Code(s)	MG 304
Module(s)	Management of Human Resources
Paper No.	1
Repeat Paper	Special Paper
External Examiner(s)	Professor Jonathan Winterton
Internal Examiner(s)	Dr Alma McCarthy Dr Tony Dundon Ms Fiona Sheridan Dr Tony Royle

Instructions:

- Answer any **three** questions. Each answer will be marked equally.
- Answer each question on a **separate** answer book.
- **Clearly mark the question** you are answering on each answer book.

Duration 3 hours

No. of Answer books 3⁺

Requirements:

Handout _____
 MCQ _____
 Statistical Tables _____
 Graph Paper _____
 Log Graph Paper _____
 Other Material _____

No. of Pages 1

Department(s) Management

Question 1

- (a) Compare and contrast the forms of employee participation found in Ireland and Germany and critically examine the role played by government legislation in these two countries.

OR

- (b) With reference to both *direct* and *representative participation*, assess what the respective stakeholders are likely to gain from such employee voice schemes.

Question 2

'Trade unions and collective bargaining are a thing of the past'. Critically examine this statement.

Question 3

Discuss the stages involved in the training and development process with particular reference to potential difficulties and challenges organisations face at each stage.

Question 4

'Appraising employee performance is one of the most challenging aspects of people management'. Critically evaluate this statement with reference to effective performance appraisal practice.

Question 5

Critically evaluate the concept of 'Best Practice HRM', using examples and evidence to illustrate your argument.

5

Question 6

Bulla and Scott (1994) define human resource planning as the "process for ensuring that the human resource requirements of an organisation are identified and plans are made for satisfying those requirements". Critically evaluate this statement.

Question 7

The recruitment and selection process is essentially concerned with (1) finding, (2) assessing and (3) engaging new employees. Assess the importance of two of these activities.