

*Ollscoil na hÉireann, Gaillimh*  
*National University of Ireland, Galway*  
**Semester II Examinations 2004 / 2005**

**Exam Code(s)**                      2BC1, 2BC2, 2BC3, 2BC4, 2BC5, 3CL1, 4CL2, 1DB1, 1EM1, 1OA1

**Exam(s)**                              **SECOND COMMERCE**  
**DIPLOMA IN BUSINESS STUDIES**  
**THIRD CORPORATE LAW**

**Module Code(s)**                      **MG321**  
**Module(s)**                              **INDUSTRIAL RELATIONS AND HUMAN RESOURCE MANAGEMENT**

**Paper No.**                              **1**  
**Repeat Paper**

**External Examiner(s)**              **Professor Jonathan Winterton**  
**Internal Examiner(s)**              **Professor Roy Green**  
    **Dr. Tony Royle**  
    **Ms. Margaret Heffernan**

**Instructions:**                      **Complete 2 of 6 questions**  
    **Each question will be marked equally**  
    **Please answer each question in separate answer booklets**

**Duration**                                  **2 hours**  
**No. of Pages**                              **1**  
**Department(s)**                              **Management**  
**Course Co-ordinator(s)**                  **Ms Margaret Heffernan**

**Requirements:**  
**MCQ**  
**Handout**  
**Statistical Tables**  
**Graph Paper**  
**Log Graph Paper**  
**Other Material**

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

**SUMMER EXAMINATIONS, 2004/2005**

**SECOND B.COMMERCE  
DIPLOMA IN BUSINESS STUDIES  
THIRD CORPORATE LAW EXAMINATION**

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

**Professor Jonathan Winterton  
Professor Roy Green  
Dr. Tony Royle  
Ms. Margaret Heffernan**

**Time Allowed: 2 hours**

**Please answer two questions in total.**

**Each question will be marked equally**

**Answer each question in separate answer booklets**

1. Drawing on appropriate examples, critically examine the role of the state in industrial relations.
2. *'Without government legislation employee participation will never bring significant benefits to employees'*. Critically analyze this statement.
3. *'Trade unions are a thing of the past'*. Critically examine this statement.
4. Examine the extent to which strike statistics can be seen as an accurate reflection of conflict in modern business organizations.
5. Defend or criticise the following statement: "Personnel Management and Human Resource Management differ in name but not in substance."
6. Identify the main features of HR planning and explain its value for HR managers. Discuss the key factors which make it difficult for HR managers to engage in effective HR planning.