

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

SEMESTER II EXAMINATIONS, 1998/99

**SECOND COMMERCE EXAMINATIONS
HIGHER DIPLOMA IN BUSINESS STUDIES EXAMINATION
THIRD YEAR BACHELOR OF CORPORATE LAW EXAMINATIONS**

INDUSTRIAL RELATIONS AND PERSONNEL MANAGEMENT - MG 302

Unit Value: 2

**Professor M. Poole
Mr. M. Moroney
Ms. D. Morgan**

Time Allowed: TWO hours

Please answer THREE questions

- =====
1. Outline the role and objectives of a typical Employer Association. Discuss some of the key challenges facing Employer Associations in Ireland today.
 2. Give a detailed account of the Labour Relations Commission including its objectives, structure and functions.
 3. Describe the main changes introduced with the new Employment Equality Act, 1998. Discuss how it builds on existing Equality Legislation.
 4. What is Collective Bargaining? Describe the 6 phases of pay determination we have experienced to date in the Irish context. Pay particular attention to the recent series of National Level Tripartite Agreements.
 5. Describe the stages involved in the process of Recruitment and Selection. Comment particularly on the effectiveness of the selection interview and how it can be improved.