

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

AUTUMN EXAMINATIONS, 1999

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

INDUSTRIAL RELATIONS AND PERSONNEL MANAGEMENT – MG 302

Unit Value: 2

**Professor P. Willman
Mr. M. Moroney
Ms. D. Morgan**

**Time allowed: TWO hours
Please answer THREE questions.**

1. Describe the objectives of the **Trade Union Movement** as espoused by I.C.T.U. What are the key challenges facing the Trade Union Movement in Ireland today.
2. Describe the main provisions of Irish **Unfair Dismissals** legislation. How well does it protect the worker?
3. Give an account of the **Labour Court**, including its objectives, structure and mode of operation.
4. What is **Collective Bargaining**? Describe the key phases of pay determination experienced, to date, in the Irish context paying particular attention to the recent series of National Level Tripartite Agreements.
5. Are **Personnel Management** and **Human Resource Management** simply two sides of the same coin, or has there been a fundamental shift in philosophy and practice. Discuss.