

## ADVANCED GCE G184

## **LEISURE STUDIES**

Unit 5: Human Resources in the Leisure Industry

**WEDNESDAY 23 JANUARY 2008** 

Morning

Time: 1 hour 30 minutes

Candidates answer on the question paper.

Additional materials (enclosed): Clean copy Case Study

Additional materials (required):

None

Candidate Forename							Candidate Surname						
Centre Number							Candidate Number						

## **INSTRUCTIONS TO CANDIDATES**

- Write your name in capital letters, your Centre Number and Candidate Number in the boxes above.
- Use blue or black ink. Pencil may be used for graphs and diagrams only.
- Read each question carefully and make sure that you know what you have to do before starting your answer.
- Answer all the questions.
- Do **not** write in the bar codes.
- Do **not** write outside the box bordering each page.
- Write your answer to each question in the space provided.
- Additional answer space is available on the lined pages at the back of this booklet. Answers on these
  pages must be clearly numbered.

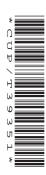
## **INFORMATION FOR CANDIDATES**

- The number of marks for each question is given in brackets [ ] at the end of each question or part question.
- The total number of marks for this paper is 100.

FOR EXAM	NER'S USE
1	
2	
3	
4	
TOTAL	

This document consists of 10 printed pages and 2 lined pages.

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1	(a)	(i)	Explain what is meant by the term 'redundancy'.
			[2]
		(ii)	Outline steps which could be used by a leisure organisation when staff are to be made redundant.
			[4]
	(b)	Ider	ntify and explain <b>two</b> reasons why <i>GOactive</i> might need to recruit staff.
		1:	
			lanation:
			iditation.
		2:	
		Exp	lanation:[4]

(c) (i) Using leisure organisations that you have studied or are familiar with, suggest a **different** job role suitable for each of the following types of employment. [4]

Type of Employment	Job Role
Part-time	
Seasonal	
Voluntary	
Self-employed	

For <b>two</b> of the types of employment given in <b>part (c)(i)</b> , assess the benefits <b>and</b> limitation of that type of employment for the <b>employees</b> of leisure organisations.
[1

[Total: 24] [Turn over

2	(a)	The economy is <b>one</b> external issue which could affect human resource planning at <i>GOactive</i> .
		Discuss how the economy at <b>both</b> a local and national level might affect human resource planning at <i>GOactive</i> .

(b) One of the recommendations to come out of the meeting between GOactive and the head of

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GOactive will need to recruit and select a large number of staff in the near future.

()	Discuss the extent to which the use of different recruitment and selection documentation will help <i>GOactive</i> appoint suitable staff.
	14.07

3

)	<i>GOactive</i> plans to hold group interviews for many of the advertised positions. Discuss benefits of group interviews for:
	<ul><li>GOactive;</li><li>the applicants.</li></ul>

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	 		••••	 	 	 	 		 		 	 	 	 		
	 			 	 	 	 		 		 	 	 	 		[12

[Total: 28]

ļ	(a)	acc	ving invested in her own future, Emma is keen that future employees of <i>GOactive</i> have ess to professional training and development opportunities as part of their conditions of ployment.
		(i)	State two methods GOactive could use to train employees.
			1:
			2:[2]
		(ii)	Evaluate the importance of training and development to leisure organisations such as <i>GOactive</i> .

(i)	State <b>two</b> reasons why job enrichment may <b>not</b> be successful in motivating staff in leisure organisations.
	1:
	2:
	[2]
(ii)	Discuss the benefits and limitations of <b>one other</b> motivational approach which <i>GOactive</i> might introduce to help reduce staff turnover and absenteeism.
	[10]

If you use these lined pages you <b>must</b> write the question number next to your answer.						
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