

UNIVERSITY OF BRADFORD

MSc HRM IN CONTEXT

MAN4323D

14 May 2013

16:00 – 17:30 hours

Main

This is a **CLOSED BOOK** examination

Answer TWO questions
All questions carry equal marks

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1. Compare and contrast the relative merits of the *inside out* and the *outside in* models. How can HR professionals use these models to develop a sustainable HR strategy?
2. Giving examples, why is it that studies on employee engagement have such widely varying results?
3. Faced with the budget deficit the current UK coalition government is following a policy of major cuts in public spending arguing that although this would result in major job losses in the Public sector, the Private sector would grow to an extent that they would replace the lost Public sector jobs. How accurate is this assumption? Give the reasons behind any differences between the government's estimates and actual outcomes.
4. Theory informing HRM and the management of people in organisations has come a long way in the past 100 or so years. Starting at Taylorism critically discuss the ongoing contribution of the main schools of thought influencing HR since the start of the 20th Century.
5. Giving examples, explain how the rapid rise in technology has affected workplace organisation and people management practices.
6. A recent government report indicated that one person in eight who now lives in Britain was not born in Britain. Outline the major demographic changes in Britain in the last 50 years and explain their potential future impact for HRM practice.