

UNIVERSITY OF BRADFORD

MSc HRM IN CONTEXT

MAN4323D

6th May 2014

16:00 – 17:30 hours

Main

This is a **CLOSED BOOK** examination

Answer TWO questions
All questions carry equal marks

Answer TWO questions
All questions carry equal marks

1. In the 1980s sustainable development was usually sought using an outside-in approach. This changed in the 1990s to an inside-out approach. Explain these two concepts giving an explanation of the main theories involved. How can HR professionals use these models to develop a sustainable HR strategy?
2. The following is a quote from the CIPD (2012): “engagement is a complex issue which requires a greater depth of understanding than can be provided by engagement surveys alone. There are indeed different levels of engagement and the distinction between emotional and transactional engagement is an important one.” Discuss.
3. Immigration is a current hot topic in the UK but there have been a number of demographic changes over the past 50 years that are challenging the government. Giving examples of key demographic changes discuss this statement.
4. It has been suggested that when the government publishes figures giving employment trends they should make a special mention of what is happening in small and medium sized enterprises (SMEs). Discuss the employment trends in SMEs since the 1980s (including the self-employed) and give the reasons behind those trends.
5. The UK government believes that the private sector will lead the way out of the recession. However some commentators believe that relying solely on the private sector is a risky thing to do. Discuss.
6. Management often struggle to keep up with technological change. Explain how this rapid rise in technology has affected organisational and management practices.