

UNIVERSITY OF BRADFORD

MSc LEADING, MANAGING AND DEVELOPING PEOPLE

MAN4324D

7th May 2014

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. Explain the factors that distinguish high skill national economies from low skill ones, with reference to at least two examples, including the UK. What should be the UK's strategy for workplace skills and why?
2. Critically assess the argument that training and development is beneficial to both employers and employees.
3. Partnership around workplace learning in the UK can deliver greater returns for employees than more adversarial trade union approaches. Is this the case? Provide evidence to support your conclusions.
4. Training and development is central to managing culture at work. Does this undermine employees' perceptions of, and participation in workplace training and development? Discuss.
5. What does the study of skills tell us about gender segregation in the workplace?