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UNIVERSITY OF LONDON

279 0075 ZA

BSc degrees and Diplomas for Graduates in Economics, Management, Finance and the Social Sciences, the Diploma in Economics and Access Route for Students in the External Programme

Human Resource Management

Wednesday, 31 May 2006 : 10.00am to 1.00pm

Candidates should answer **THREE** of the following **EIGHT** questions. All questions carry equal marks.

PLEASE TURN OVER

1. How far and for what reasons would you agree with Linda Dickens' argument that improvements in the position of women in organisations are dependent on a three-pronged approach involving trade unions, legal regulation and the development of a business case for equal opportunities?
2. Outline and assess how far the empirical evidence supports a positive relationship between human resource management and organizational performance.
3. 'Fairness in organizations is an academic ideal that is rarely achieved in practice'. Discuss.
4. Critically evaluate the difficulties organisations face when engaging in recruitment, initial screening and final selection.
5. How useful is the psychological contract in explaining Organizational Citizenship Behaviour (OCB)?
6. How would you explain the variation in levels of training activity between advanced industrial nations?
7. What type of payment system should organizations introduce to gain higher employee performance?
8. Critically evaluate the impact of a) job redesign **OR** b) employee participation and involvement on performance.

END OF PAPER

