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UNIVERSITY OF LONDON

279 0075 ZB

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. To what extent does job redesign lead to higher individual performance?
2. 'In light of the subjectivity of perceptions of psychological contract breach, managers should not attempt to manage their occurrence'. Discuss.
3. 'Even the most sophisticated recruitment and selection systems are not totally reliable when it comes to making selection decisions'. Discuss.
4. 'Systems of individual performance-related pay are more trouble than they are worth'. Discuss.
5. Why do employees engage in Organizational Citizenship Behaviour (OCB)?
6. 'Given the highly contingent nature of the business case for equality of opportunity, it is unlikely that the position of women in organisations will improve in the future'. Discuss.
7. 'When pay is tied to performance appraisals, they will never be perceived as fair by employees'. Discuss.
8. How far and for what reasons would you agree that HRM has a positive impact on organisational performance?

END OF PAPER

