

Thursday 5 May 2005

9 to 12

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PAPER P5

HUMAN RESOURCES

*Answer not more than **four** questions of which not more than **two** may be taken from each section **A** and **B**.*

*Answers to sections **A** and **B** must appear in two separate booklets.*

*All questions carry the same number of marks.*

*The **approximate** percentage of marks allocated to each part of a question is indicated in the right margin.*

*There are no attachments.*

**You may not start to read the  
questions printed on the subsequent pages  
of this question paper until instructed that  
you may do so by the Invigilator**

## SECTION A

*Answer not more than two questions from this section.*

1 If bureaucracy is, as Weber claimed, the ‘most technically efficient form of organization’, how do you explain the ‘dysfunctions’ of bureaucracy?

[100%]

2 To what extent is leadership an attribute of individuals and to what extent is it a quality of relationships in organizations?

[100%]

3 ‘Don’t let the facts get in the way of a good argument’ (Warhurst & Thompson). Discuss this statement in the light of the claim that organizations are increasingly post-bureaucratic

[100%]

4 What is the relevance of Foucault’s account of the ‘Panopticon’ for the study of organizations?

[100%]

**SECTION B**

*Answer not more than two questions from this section*

5 The primary purpose of trade unionism is collective bargaining, which is essentially pluralist. Many British trade unions are now advocating Social Partnership Agreements, which contain many unitarist elements.

How can the two be reconciled, if at all?

[100%]

6 European Union employment strategy is built on four pillars: improving Employability; developing entrepreneurship; encouraging adaptability in businesses; and strengthening equal opportunities.

In what sense is the formulation of this employment strategy a response to globalisation and technological change?

[100%]

7 Why do developments in information technology favour skilled workers at the expense of unskilled workers?

[100%]

8 'Globalisation inevitably means increasing insecurity of employment for everyone.'

Discuss.

[100%]

**END OF PAPER**