
Thursday 4 May 2006

9 to 12

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.

STATIONERY REQUIREMENTS

20 page Answer book x 2

Rough Work Pad

SPECIAL REQUIREMENTS

Engineering Data Book

CUED approved calculator allowed

**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 'Management is best thought of as a branch of engineering, and the work of the manager is that of a technician designing and maintaining the organizational machine'. Critically discuss this view of management with reference to classical theories of organizational behaviour. [100%]

2 'Organizations are, fundamentally, irrational. At every level of the organization we find emotion, from anxiety via joy and lust through to zeal. The A to Z of organizations is emotion'. With reference to theories of groups and of emotional labour, explain and critically evaluate this statement. [100%]

3 Will organizations of similar size have similar structures? Your answer should explain why this is, or is not, the case. [100%]

4 Women constitute around 50% of the UK's workforce but only 9.7% of FTSE 100 Directors. With reference to theories of organizational behaviour, how is this fact to be explained? [100%]

SECTION B

Answer not more than two questions from this section

5 Evaluate the view that individual blue-collar workers have more to gain from modern HRM practices and procedures than from previous systems of employment relations. [100%]

6 Discuss the advantages and disadvantages working people in Britain have derived from EU Directives relating to their jobs. Discuss whether the advantages outweigh the disadvantages. [100%]

7 'Information and Communication Technology (ICT) has significantly improved the employment situation of the average working man and woman'. Critically evaluate this statement. [100%]

8 Evaluate the contention that the effect on employment of globalisation is greater in advanced industrialised nations than in less-developed countries. [100%]

END OF PAPER

