

MANUFACTURING ENGINEERING TRIPOS PART I

Thursday 3 May 2007

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 booklet 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

- 1 How and why do bureaucracies become dysfunctional?
How and why can they be irrational? [100%]
- 2 'Motivation only became an issue – for management and organisation theories as well as for the organisation of work itself – when meaning was either lost or disappeared from work' (Seivers). Critically discuss this statement with reference to theories of motivation and job redesign. [100%]
- 3 'New-wave employees may only be able to echo the master's voice as if it were their own, not to challenge it' (Parker). Explain and critically evaluate this statement with reference to at least two of the following: emotional labour, post-bureaucratic organisation, culture management. [100%]
- 4 What insights do critical theories give into power in both organisational life and in organisational theory? [100%]

SECTION B

- 5 HRM has created payment systems which are far too complicated to be effective. Discuss the criteria for an effective payment system in a firm? [100%]
- 6 What are the features of the traditional Swedish model of employment relations? Discuss whether the traditional Swedish model of employment relations has been superseded by a new model. [100%]
- 7 What is meant by Long Wave Theory of technological change and economic development? Discuss its usefulness in predicting employment levels in the future. [100%]
- 8 Naomi Klein suggests that 'we are now facing a new form of global capitalism, dominated, not by production, but by marketing and branding'. Discuss. [100%]

END OF PAPER