

MANUFACTURING ENGINEERING TRIPOS PART I

Thursday 1 May 2008 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 Why do formal bureaucratic organisations often seem to fail to live up to the 'ideal' type envisaged by Weber? [100%]

- 2 Leaders have "more in common with artists, scientists and other creative thinkers than they do with managers" (Zaleznik 1977). Critically examine this statement with reference to theories of leadership and highlight the implications for contemporary work organisations. [100%]

- 3 The future of work is post-bureaucratic. Discuss. [100%]

- 4 To what extent do managers exercise choice over the structure of work organisations? [100%]

SECTION B

5 If managed well, to what extent can Human Resource Management (HRM) satisfy the legitimate aspirations of employees in terms of their economic, social, psychological and political objectives? [100%]

6 Describe the main features of the Chinese system of employment, and critically assess the extent of the transferability of such features to Britain by an incoming Chinese firm. [100%]

7 Examine the ways in which new technologies have advanced, or hindered, the work aspirations of young people leaving full-time education with poor examination results. [100%]

8 Compare and contrast the ways in which employment practice has evolved in both developing and developed economies in response to globalisation, and identify how different categories of worker have been winners or losers. [100%]

END OF PAPER

