

ENGINEERING TRIPOS PART IIA

Saturday 3 May 2003

2.30 to 4.00

Module 3E5

HUMAN RESOURCES MANAGEMENT

Answer not more than two questions

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.*

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

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- 1 'Neither individualism nor collectivism is an adequate recipe for managing human resources and industrial relations. There is a need for both. Future strategies will have to demonstrate an integration of individualism and collectivism' (Storey and Sisson, 1993). Discuss the current relevance of this statement. [100%]
- 2 Assess the view that European Union employment legislation has influenced the individual rights of British employees more so in the 1990s than in any other decade. [100%]
- 3 'Women are particularly vulnerable to the adverse effects of technological change because of their narrow occupational base and their predominance in the secondary labour market'. Discuss. [100%]
- 4 In what ways might the process of globalisation be likely to transform the nature of work? [100%]

END OF PAPER