

ENGINEERING TRIPOS PART IIA

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Friday 6 May 2005 9 to 10.30

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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.*

*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**

(TURN OVER)

1 Critically evaluate whether HRM (Human Resource Management) is different in substance or emphasis from Personnel Management (PM)? [100%]

2 What are the arguments for and against the decline of the German model of industrial relations? [100%]

3 (a) What do you understand by 'Taylorism'? [20%]

(b) Explain how the development of new technology has facilitated the importation of 'Taylorism' into office workplaces. [40%]

(c) What factors are important in influencing the degree to which 'Taylorism' is introduced into such workplaces? [40%]

4 'Globalisation has increased labour standards and wages in developing countries'. Discuss. [100%]

**END OF PAPER**