

ENGINEERING TRIPOS PART IIA

Friday 5 May 2006 9 to 10.30

Module 3E5

HUMAN RESOURCE MANAGEMENT

Answer not more than two questions.

All questions carry the same number of marks.

There are no attachments.

STATIONERY REQUIREMENTS

Single-sided script paper

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**

1 'Evidence suggests that there is extensive use of individual elements of HRM in Britain, but these elements do not seem to be linked together into a meaningful strategic whole'. Discuss this statement in the light of the findings from the Workplace Employment Relations Surveys (WERS) of 1998 and 2004.

2 Critically discuss the view that equal opportunities and treatment have had a far-reaching impact on the rights of British women at work.

3 'Women are not a class, but being a woman has class consequences'. Discuss this view in the light of the effects of technological change on women at work.

4 Discuss the view that whilst globalisation might be responsible for the convergence of manufacturing and management practices, it does not necessarily promote convergence in skills, wages or wealth.

END OF PAPER