

ENGINEERING TRIPOS PART IIA

Friday 2 May 2008 9.00 to 10.30

Module 3E5

HUMAN RESOURCE 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.

STATIONERY REQUIREMENTS

Single-sided script paper

SPECIAL REQUIREMENTS

None

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 Briefly define *flexible working practices*. Explain the reasons for the spread of these practices in Britain. The growth of flexible working practices has occurred alongside a growing demand for a better work-life balance: Discuss the relationship between these two trends. [100%]

2 The WERS2004 evidence suggests that the formal industrial relations system in Britain may be in decline. Make the case for *either* its eventual disappearance *or* its renaissance. Whichever case you make, indicate the likely future roles for employers, employees' representatives and the state. [100%]

3 Discuss the range of social and technical issues that a company should consider when choosing technologies for the production of goods and/or services. Illustrate your answer using an example of a specific product. [100%]

4 Describe the main economic and social issues that the employment policies of a UK-based multinational company must address. How might the company seek to address them? [100%]

END OF PAPER