

Version AR/Final

EGT2
ENGINEERING TRIPOS PART IIA

Wednesday 27 April 2016 09.30 to 11.00

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.*

*Write your candidate number **not** your name on the cover sheet.*

STATIONERY REQUIREMENTS

Single-sided script paper

10 minutes reading time is allowed for this paper.

You may not start to read the questions printed on the subsequent pages of this question paper until instructed to do so.

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- 1 (a) Describe four different incentives that constitute at-risk compensation. [20%]
- (b) “Piece-rate incentives are effective.” Discuss. [40%]
- (c) Compare and contrast the pros and cons of team versus individual incentives. [40%]
- 2 (a) Explain the Job Characteristics Model. What can managers do to increase the model’s core job dimensions? Corroborate your answer with examples. [30%]
- (b) What are Self-determination Theory’s predictions about how to foster self-determined behavior? Corroborate your answer with examples. [30%]
- (c) “Goal setting is a highly effective motivation technique.” Discuss. [40%]
- 3 (a) Describe visible and hidden training costs. What can organizations do to minimize them? [30%]
- (b) Compare and contrast the traditional with the rapid model of instructional design. For what purposes should managers employ each of them? [30%]
- (c) Compare and contrast four different training methods with respect to training objectives, costs, and likelihood of transfer. [40%]

END OF PAPER