



Queen Margaret University  
EDINBURGH

**SCHOOL OF ARTS, SOCIAL SCIENCES AND MANAGEMENT**

**DIVISION OF BUSINESS, ENTERPRISE AND MANAGEMENT**

**LEVEL 2 DIET 1**

**MODULE CODE: B2082**

**MODULE TITLE: Human Resource Management**

<b><u>DATE: 15/12/2017</u></b>	<b><u>TIME: 14:00</u></b>
<b><u>WRITING TIME: 2 hr</u></b>	<b><u>READING TIME: 5 minutes</u></b>

**INSTRUCTIONS:**

Students are required to select **THREE** out of the six questions to write an essay style answer. Each question is worth 20 marks.

**PAPER SETTER: Rita Welsh**

**MATRICULATION NUMBER: \_\_\_\_\_**

Students are required to select **THREE** out of the six questions to write an essay style answer. Each question is worth 20 marks.

1. Critically evaluate the purpose and effects of performance management systems in organisations. Illustrate your answer with examples of good practice and problems that may arise
2. Compare and contrast the financial and non-financial benefits within the total reward strategy. What are the advantages and disadvantages of financial and non-financial benefits?
3. Discuss the following statement: It is argued that trade unions are no longer a necessary player in employment relations and are being replaced by varying degrees of employee involvement and participation in decision making
4. Describe and analyse the stages of the expatriate assignment cycle. What are the HR considerations of each stage?
5. Critically assess the concept of organisational culture and the way in which organisations manage employees through culture
6. Select a sector or organisation of your choice and evaluate the way in which the business environment influences the management of human resources.

*End of Exam*