



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: 09/12/2016</u></b>	<b><u>TIME: 9.30AM</u></b>
<b><u>WRITING TIME: 120 minutes</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: Hazel Baxter-Reid**

## Diet 1 2016-17 Exam Questions

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

1. Treating employees well, and nurturing them, is necessary for organisational success. With reference to hard and soft HRM, critically evaluate this statement?
2. Systematic selection is a critical aspect of human resource management. Explain and evaluate how organisations can ensure their selection process and methods are systematic.
3. Increasing the skill base of the nation is important for employers, governments and individuals. Assess the main national training interventions aimed at increasing workers' skills.
4. Performance management is a systematic process for improving organisational effectiveness, enhancing individual performance and addressing developmental needs. Critically evaluate this statement.
5. Compare and contrast the different approaches to pay that are available to organisations. What are the advantages and disadvantages of each approach?
6. Due to globalisation, organisations increasingly operate in a variety of national contexts. What are the main human resource issues when managing expatriates?