



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

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| <u>DATE: 13/12/2018</u> | <u>TIME: 2.00PM</u> |
| <u>WRITING TIME: 2 hr</u> | <u>READING TIME: 5 minutes</u> |

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: Andrew Bratton

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. Performance management
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. Pay and reward
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. Employee relations.
What are the links between HR strategies and employee voice and communication practices?
4. International HRM
Describe and analyse the stages of the expatriate assignment cycle. What are the HR considerations of each stage?
5. Organisational context
Critically assess the concept of organisational culture and discuss the role of HRM in creating a more customer-oriented culture.
6. Business environment
Select a sector or organisation of your choice and evaluate the way in which the business environment influences the management of people.