



ICM

SEPTEMBER 2015

HUMAN RESOURCES MANAGEMENT

Instructions to candidates:

- a) Time allowed: Three hours (plus an extra ten minutes' reading time at the start – do not write anything during this time)
 - b) Answer any FIVE questions
 - c) All questions carry equal marks. Marks for each question are shown in []
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1. Very briefly describe FOUR basic management styles. Consider the use of these styles during times of change and discuss which style or which combination of styles may be most successful. [20]
 2. Discuss the FIVE key attributes (characteristics/traits) which lead to successful management/leadership. Use an example to add value to your answer. [20]
 3. Evaluate the benefits of continuous training and development. [20]
 4. Discuss the benefits or disadvantages of the trade union movement to the individual, the organisation and society. [20]
 5. Give a detailed description of types of job design and analyse the relevance and impact of EACH. [20]
 6. Describe and discuss the various approaches to the interview process. Through the use of an example, debate why one approach may be preferred over another. [20]
 7. Describe the standard approach to recruitment and selection and discuss why it should, in theory, lead to successful appointment and retention. [20]
 8. Clearly identify those factors which significantly contribute to effective teamwork and analyse the benefits of teamwork to the organisation and to the individual. [20]