



ICM

SEPTEMBER 2015

MANAGING PEOPLE IN SPORT ORGANISATIONS

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 []
-
1. Explain the FOUR general organisational issues to be considered when implementing strategy as part of the SHRM (Strategic Human Resources Management) process. [20]
 2. Summarise, with the use of a diagram, the key internal and external elements of the HR planning process. [20]
 3. In planning a job description and specification, demonstrate the EIGHT key points to include within a job/position description for a Sport and Recreation Officer. [20]
 4. In job design, list and describe TEN of the key typical motivational components. [2 each]
 5. Explain the FIVE selection methods possible within the recruitment and selection process. [4 each]
 6. Analyse the various options for selection methods, with the use of a table, to highlight the differences in cost, validity and reliability of different selection techniques. [20]
 7. Summarise the rationale of training and development in sport organisations. [20]
 8. List and describe FIVE of the six differences between mentoring and coaching. [20]