**ST MARY’S UNIVERSITY**

**TWICKENHAM, LONDON**

BA/BA(ITT)/BSc students registered for

Level **FOUR**

Title**: Human Resource Management**

Code: **MGT4013**

Semester: **TWO**

Date: **May 14th 2019**

Time: **9:30 – 11:30 AM**

TIME ALLOWED: **TWO** HOURS

Instructions to Candidates:

Please submit your examination paper with your examination script. A treasury tag has been provided. Enter your regnum in the space below:

**REGNUM: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**EXAM INSTRUCTIONS**

**(This assessment is worth 40% of the final module grade)**

Answer **ALL** multiple-choice questions in SECTION A. Write your answers on the answer sheet provided at the end of this paper. Answer **TWO** questions from SECTION B.

**SECTION A (20%)**

1. The three most important components in aligning business strategy with HR practice:
2. Business Strategy, Human Resource Practices, Organisational Capabilities
3. marketing Strategy, Human Resource Practices, Organisational Capabilities
4. business Strategy, Human Resource Practices, Organisational structure
5. marketing Strategy, Human Resource Practices, Organisational structure
6. According Wilton (2016) the basic managerial skill(s) is or are:

A. To supervise

B. To support

C. To motivate

D. All of the above

3. A key HR role in the company will be multidisciplinary consulting around:

A. Individuals

B. Team

C. Business unit

D. All of the above

1. During which of the following stage, the firm plans the proposed changes into practice.

A. Clarification

B. Monitoring

C. Assessment

D. Design

1. The three phases of the recruitment process are:

A. Planning, Implementing, Evaluating

B. Planning, Implementing, Screening

C. Planning, Implementing, Enrichment

D. Planning, Screening, Evaluating

1. The role of the organisation in career planning is to introduce and strengthen systems to ensure \_\_\_\_\_\_\_\_ of employees:

A. Career progression

B. Self-development

C. Economic Development

D. Skill enhancement

1. Human resource management refers to:
2. All managerial activities

B Concepts and techniques used in leading people at work

C Concepts and techniques for organising work activities

D The support of people in organisations

1. Which of the following activities was part of the traditional role of personnel management in the early 1900s?

A Coaching and mentoring

B Handling union-management relations

C Being part of the strategy planning discussions

D Managing employees

1. On the 21st of March 2019, the Richmond and Wandsworth HR Director stated that his department is responsible for how many staff?

A. 3.100

B. 3.200

C. 3.400

D. 3.500

1. According to Wilton (2016) what is the main reason UK employee gave for joining unions?
2. Support if they had a problem at work
3. Improved pay and conditions
4. Because they believe in trade unions
5. Free legal advice

**SECTION B (80%)**

Essay questions. Answer **TWO** questions.

1. Identify and explain how key HRM activities might contribute to the on-going success of the firm (40 marks)
2. What are the pros and cons of using application forms, assessment centres, work sampling/portfolios as a selection process? (40 marks)
3. Explain the main benefits of succession and talent management to the organisation. (40 marks)
4. Explain the advantages and disadvantages of developing a training programme using the systematic model (40 marks)

**END OF EXAMINATION**