

Human Resource Management (2254)

14.12.2004

1. Based upon the examination literature and lectures please answer the questions concerning the case 'Atkinson Generation'. You will find the case on the other side of this paper. (max 2 pages; max 18 points).
2. Discuss Guest's model of the relationship (potential linkages) between HRM and organizational performance. Please also illustrate with examples. What can one say about the direction of causality? (max 2 pages; Max 18 points)
3. Under what conditions are organizations likely to adopt (i) a traditional HR strategy, (ii) a commitment HR strategy? (max. 0,5 pages; max 6 points)
4. What is an assessment centre? Advantages and disadvantages? (max. 0,5 pages; max 6 points)
5. According to the examination literature and lectures, what are the advantages and disadvantages with incentive pay (max. 0,5 pages; max 6 points).
6. How can performance appraisal systems be related to organizational culture? Please illustrate with an example. (max. 0,5 pages; max 6 points)

Good Luck!