

MANAGEMENT AND ORGANIZATION

2254: HRM

May 2nd, 2015

Examiner: Hannele Seeck

Max points: 50p

Points needed to pass: 25p

Time: 4h

Please answer **all questions** below **in clear handwriting**. Structure your answers clearly, underlining key points. Concise answers where you clearly highlight key points are preferred.

1. Please explain briefly the following concepts – max 2-3 sentences explanation per concept.

Scoring: you can get max. 2 point per concept. Total 10 points.

1. Motivation
2. Compensation
3. Work engagement
4. Organizational culture
5. Affective commitment

2. Answer the following questions briefly (max. 200 words [appr ½ page] per question). *Scoring: you can get max. 5 points per question. Total 25 points.*

1. What does HRM department do: what are the multiple HRM roles?
2. What are the different types of organizational control?
3. Explain the Resourced-Based View (RBV) with reference to HRM.
4. Describe the five steps of the conflict process.
5. Explain Karasek's job demand-control model.

3. Essay-type question. **Please provide an essay type answer on ONE of the two alternatives.** Write max. 3 pages answer for the essay question. *Scoring: you can get max. 15 points.*

Alternative 1. Explain first what is meant by "HRM as a signalling system" on organisational and individual level, and then incorporate the HRM techniques taught in the course, in order to explain how "HRM as a signalling system" works?

OR

Alternative 2. Explain what influences performance and how HRM influences this 'what', in other words explain the mechanisms of HRM's influence on employee performance.

GOOD LUCK!

