

MANAGEMENT AND ORGANIZATION

2254: HRM

March 7, 2016

Examiners: Ingrid Biese and Catarina Ahlvik

Max points: 50p

Points needed to pass: 25p

Time: 4h

Please answer **all** questions below in **clear handwriting**. Structure your answers clearly. 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. A resource focus of HRM
2. Work-life integration practices
3. Reactive downsizing
4. Pay-for-performance
5. Total reward

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 are the main objectives of HR?
2. What are the five levels of employee involvement?
3. What are staff retention strategies, give examples.
4. In which four ways can employees sustain and renew their energy?
5. Which are the main methods for learning and development that used in companies?

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. Describe a typical performance management system and discuss the main critique of performance management.

OR

Alternative 2. Write about and problematize the role of HR and/or HRM in organizations. For example, why is HRM important? What challenges does the HR department face? How can HR professionals affect their position in organizations?

GOOD LUCK!

- important
- struggles
- management