



PENINSULA
COLLEGE
GEORGETOWN DK266-03(P)



UNIVERSITY OF
PLYMOUTH

FINAL EXAMINATION

Semester	:	SEPTEMBER 2024 SEMESTER
Programme Name	:	BA (HONS) BUSINESS 3+0
Course Code & Name	:	MAL3001 HUMAN RESOURCE MANAGEMENT
Duration	:	3 HOURS

INSTRUCTIONS TO CANDIDATES:

1. Please read the instructions given in the question paper **CAREFULLY**.
2. The question paper consists of **FOUR (4)** questions.
3. Answer **ALL** questions in the question paper.
4. Answers to the questions are to be written into the examination booklet.
5. Electronic dictionaries, lecture notes, files or any unauthorised materials except writing equipment are strictly prohibited.

This question paper must be submitted along with all used and/or unused rough papers and/ or graph papers (if any). Candidates are **NOT ALLOWED** to take any examination paper(s) used or unused out of the examination hall.

WARNING:

The Examination Board of Peninsula College Georgetown regards cheating as a very serious offence and will not hesitate to mete out the appropriate punitive actions according to the severity of the offence committed, and in accordance with the clauses stipulated in the Students' Handbook, up to and including expulsion from Peninsula College Georgetown.

(This booklet contains 2 printed pages including this page)
DO NOT OPEN THIS BOOKLET UNTIL YOU ARE ALLOWED TO DO SO

Answer **ALL** questions on the separate sheet provided.

[100 marks]

1. a) Describe employee engagement with **TWO (2)** examples. (6 marks)

- b) Explain **FIVE (5)** key issues affecting employee engagement within an organisation. (10 marks)

- c) Explain **THREE (3)** reasons why employers provide employees with a voice in the workplace. (9 marks)
- Total: [25 marks]

2. a) Explain performance management with **THREE (3)** benefits of its implementation. (12 marks)

- b) Elaborate **FOUR (4)** factors contributing to the productivity gap. (10 marks)

- c) List **THREE (3)** levers of productivity. (3 marks)
- Total: [25 marks]

3. a) Describe what constitutes good jobs and support your answer by giving any **FOUR (4)** pillars of good work. (7 marks)

- b) Explain **THREE (3)** types of organisational justice and their significance in the workplace. (9 marks)

- c) Discuss **THREE (3)** advantages of fostering trust in the workplace between employees and employers. (9 marks)
- Total: [25 marks]

4. a) Briefly describe **FOUR (4)** factors that can lead to the termination of an employment contract. (10 marks)

- b) Explain **FOUR (4)** types of dismissal and their implications in the workplace query. (12 marks)

- c) Write **THREE (3)** valid reasons for a fair dismissal. (3 marks)
- Total: [25 marks]

- END OF QUESTIONS -