



11064 Human Resource Management (ST 2012)

Final Exam

Examiner: Dr. Marjaana Gunkel

Group A

Name:

Student ID:

Study Program:

You will find the problems for the exam below. Before you start answering the questions, please consider the following general advice:

1. Use the theoretical tools and terminology you have learned in class and from the textbook.
2. When answering essay type questions, make sure there is a clear structure in your argument.
3. Use the time you have! If you are ready much earlier than we planned, you should ask yourself whether you forgot something.
4. Remember: people have to be able to decipher what you write.
5. Leave a margin for our comments, so we can give you a more detailed feedback than just the number of points.
6. You have 1 hour to reach a maximum of 80 points.
7. You should solve Problem 1 and select *only two* (2) problems from Problems 2–4! That is, all together you should solve three (3) problems!
8. Make sure that you turn in this problem set as well as the exam paper at the end of the exam.
9. You are welcome to use a dictionary and a calculator.

Good Luck!

Problem 1: Multiple Choice (max. 20 points)

Please check only one answer per question. You will get four (4) points for a correct answer. For an incorrect answer or not answering a question (not checking anything) you will get zero (0) points for that particular question.

- i. Co-determination provides the employees the following rights:
 - I information rights if decisions at stake have no direct impact on workers.
 - II veto rights if decisions at stake have direct impact on workers.
 - III decision rights if decisions at stake have direct impact on workers.
 - IV veto rights if decisions at stake have no direct impact on workers.
 - ii. Job authority structures have an influence on the probability of α and β errors. Which of the following statements is true?
 - a) Hierarchical structure minimizes the probability of β errors.
 - b) Flat structure minimizes the probability of β errors.
 - c) Second opinion structure minimizes the probability of β errors.
 - d) Flat structure minimizes the probability of α errors.
 - iii. When it comes to the frequency/use of performance evaluations in a firm, the following two rules (out of four) should be applied:
 - I Evaluation has less value in firms where most of the hired employees are as valuable at the current firm as they are elsewhere.
 - II More frequent evaluations should take place in the early stages of a career.
 - III Senior workers should be evaluated on basis of ability.
 - IV Workers with more firm specific capital should be evaluated more frequently.
- a) I + II
 b) I + III
 c) II + III
 d) III + IV