

UNIVERSITY OF BOLTON

**SCHOOL OF BUSINESS AND CREATIVE
TECHNOLOGIES**

BUSINESS MANAGEMENT (HRM) PATHWAY

SEMESTER 1 EXAMINATIONS 2010/11

STRATEGIC HUMAN RESOURCE MANAGEMENT

MODULE NO: HRM3001

Date: Tuesday 18th January 2011

Time: 10:00 – 12:00

INSTRUCTIONS TO CANDIDATES:

This Is a **CLOSED BOOK** examination.

There are **TWO** questions on this paper.

Answer **BOTH** questions in essay format.

Both questions are worth equal marks.

Answer **BOTH** questions.

University of Bolton
School of Business and Creative Technologies
Semester 1 Examination 2010/11
Strategic Human Resource Management
Module No. HRM3001

QUESTION 1

According to Millmore et al (2007:62)

“... SHRM derives from the 1980s in North America and was adopted with enthusiasm in the UK in the latter part of the 1980s and 1990s”.

This enthusiasm (for Strategic Human Resource Management) was fuelled by a number of contextual factors, including an increasingly-competitive marketplace.

Required:

Propose a definition for Strategic Human Resource Management, and then discuss and critically evaluate the other contextual factors which have contributed to the adoption and enthusiasm for Strategic Human Resource Management.

QUESTION 2

Critically evaluate the Universalistic and Contingency perspectives within Strategic Human Resource Management.

END OF QUESTIONS