FUNDAMENTALS OF PEOPLE MANAGEMENT

GBAT9125

SUPERVISED OPEN BOOK EXAMINATION

Time Allowed: 2 Hours
Reading Time: 10 Minutes

INSTRUCTIONS

1. This is a supervised open book examination. Course study guide, reference books, self-made notes, pens, pencils and erasers may be brought into the examination room.

2. You are allowed to use electronic devices for the purpose of referring to digital course materials and notes only. These devices must not be connected to the internet, Wi-Fi must be disabled and tablets must be in flight mode. They must not be used to type your exam responses.

3. Your reading time before the examination is 10 minutes. Reading time is restricted to the examination paper only – no other resources may be consulted. No writing may be undertaken during reading time.

4. There are three (3) separate questions in the examination. Answer two (2) questions only.

5. Each question is of equal value.

6. Please begin the answer to each question in a separate exam booklet and identify the question number you are answering when you do so.

7. You must hand in two (2) separate exam booklets with one question answered in each.

8. Answer each question in exam essay format, focusing on the theories and concepts you have encountered in the course. Do not include personal opinions and/or experiences (note exam essay format means a clear introduction, a ‘body’, and conclusion that specifically addresses the question asked).

9. Answers must be written in black or blue ink.

10. Please ensure that you have written your name and other details on every exam booklet used and any other documentation submitted.

11. This exam paper must be returned with your answer books. No materials are to be retained at the conclusion of the exam.

12. The exam contributes 35% towards your final grading in this course.
QUESTION 1
A friend knowing that you are studying *Fundamentals of People Management* has asked for your advice on the following.

‘My organisation employs 200 people and we do not have a HR Manager. I have been asked to provide input into a business restructure, where we will be losing 10% of the workforce and implementing a new computer system that is expected to show efficiencies and support the reduction in headcount. I am just not sure what to do, or what things need to be taken into consideration to ensure that we don’t lose our key people in the process.’

Use Unit 8 *Managing people as a strategic response* and draw on material from at least one other unit from GBAT9125 when providing advice to your friend.

QUESTION 2
You have just been appointed to a new role managing a local team of functional specialists and a virtual team that is spread across three continents. There has been little interaction between the two teams and the opportunity to fast track projects and grow people exists if the two teams can work more closely together. You have 90 days to make an impact in your new role and show a turnaround in the joint productivity of the two teams.

What issues and actions should you consider in developing your 90 day plan?

Concepts covered in Unit 3 *Aspects of the internal environment* are clearly at play here. Include concepts from this unit and at least one other unit from GBAT9125 when answering the question.

QUESTION 3
Leadership underpins much of how an organisation operates. How do leadership traits and behaviours influence organisational outcomes?

Draw on material from at least two units from GBAT9125 when answering the question.

END OF EXAM