

**CORK INSTITUTE OF TECHNOLOGY
INSTITIÚID TEICNEOLAÍOCHTA CHORCAÍ**

Autumn Examinations 2011/12

Module Title: Management and Organisation for Construction 3B

Module Code: BULD7023

School: School of Building & Civil Engineering

Programme Title: Bachelor of Science in Construction Management - Award

Programme Code: CMNGT_7_Y3

External Examiner(s): Mr G. O'Rourke, Mr N. Dempsey

Internal Examiner(s): Mr J. Kehoe

Instructions: **This paper contains 4 (four) questions. Attempt 3 (three) questions only.**

Duration: 2 Hours

Sitting: Autumn 2012

Requirements for this examination:

Note to Candidates: Please check the Programme Title and the Module Title to ensure that you have received the correct examination paper.
If in doubt please contact an Invigilator.

Q1. Having the right person in the right place at the right time is crucial to organisational performance.

Discuss the above in relation to the recruitment and selection of construction staff.
(20 marks)

Q2. Discuss the factors affecting job design and outline techniques of job design.
(20 marks)

Q.3 Examine the structures and functions of the Industrial Relations Institutions established by the State.
(20 marks)

Q.4 Discuss the theoretical differences between personnel management and human resource management and outline Guest's Model of HRM.
(20 marks)