

**CORK INSTITUTE OF TECHNOLOGY
INSTITIÚID TEICNEOLAÍOCHTA CHORCAÍ**

Semester 2 Examinations 2012/13

Module Title: Management and Organisation for Construction 3B

Module Code: BULD7023

School: Building & Civil Engineering

Programme Title: Bachelor of Science in Construction Management – Year 3

Programme Code: CMNGT_7_Y3

**External Examiner(s): Mr David Higgins, Dr Mike Murray
Internal Examiner(s): Mr. J. Kehoe**

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

Duration: 2 Hours

Sitting: Summer 2013

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. Workers' Participation in Management (WPM) is seen as part of the process of industrial democracy. Consider the implications of WPM and examine the scope and ways of achieving participation in a construction company. (20 Marks)
- Q2. 'Human resource management in construction companies should be concerned with maintaining a happy and productive workforce.'
Discuss. (20 Marks)
- Q3. Distinguish between Substantive and Procedural Agreements and examine their role in collective bargaining. (20 Marks)
- Q4. In terms of the employee/employer relationship the Psychological contract provides a convincing rationale for being a good employer. Examine from a construction organisation perspective the strategic implications of the psychological contract. (20 Marks)