

University of South Australia

Division of Business and Enterprise, School of International Business

Work and Organisation (11337), Semester 2, 2004

EXAMINATION

November 2004

TIME: 2 hours plus 10 minutes reading time

Instructions to candidates: Answer any three of the following questions in essay format. All questions are of equal value.

Dictionaries can be used for reference purposes.

1. Explain the distinction between *content* and *process* theories of motivation briefly evaluating examples of both. What are the implications for organisational practice?
2. Control over the workforce is important because without it organisational objectives will not be achieved. Discuss the methods by which management can control the workforce.
3. Explain how technology might influence the structure of an organisation. Why is it important for managers to know the influence of technology in the workplace as a means of control? Include in your discussion the Fordist, post-Fordist and neo-Fordist models.
4. Analyse an organisation or division of an organisation with which you are familiar using any of the theoretical frameworks you have studied in Work and Organisation.
5. Discuss the meaning and importance of the terms 'work', 'organisation', 'management', and 'theory' in the context of the discipline of Management. Why can it be argued that work has no intrinsic meaning?
6. The study of 'personality' and 'perception' are usually regarded as being within the discipline of Psychology. Discuss their importance in the field of Management.

7. What were the 'Hawthorn Studies' and why have they remained so important when working with and managing people today?
8. Identify four types of artefacts used to communicate organisational culture. Why are artefacts used for this purpose?
9. Trace the emergence and ascendancy of HRM and distinguish it from Personnel Management. Is HRM ethical?
10. Fully discuss and evaluate the three major types of decision-making models with relevant examples of each type.