



The Examiner's Answers – Specimen Paper E1 - Enterprise Operations

SECTION A

Answer to Question One

- 1.1 A
- 1.2 B
- 1.3 C
- 1.4 C
- 1.5 B
- 1.6 D
- 1.7 A
- 1.8 B
- 1.9 D
- 1.10 B

SECTION B

Note: The answers that follow in Sections B and C are fuller and more comprehensive than would have been expected from a well-prepared candidate. They have been written in this way to aid teaching, study and revision for tutors and candidates alike.

Answer to Question Two

Requirement (a)

Human Resource planning is an organisational activity that will culminate in the production of an HR strategy to support corporate activity and aspirations. Critically, it will involve wide consultation within the organisation.

A means of gaining a realistic, strategic perspective. The process of Human Resource planning will provide a framework for clearly and rationally agreeing upon organisational challenges and obstacles that will arise in the future. Participants in the process will, as a consequence, be better able to face such challenges when they occur.

Agreement on priorities. The collaboration and discussions involved in the process should act as a focus for discussion, agreement and an establishment of common ground. In so

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