

Human Resources Management in Sports Organisations **21BSB510**

Semester 1 2021/22

(1a) Exam paper

This is a (1a) online examination, meaning you have **23 hours** in which to complete and submit this paper. How you manage your time within the 23-hour window is up to you, but we expect you should only need to spend approximately **2 hours** working on it. If you have extra time or rest breaks as part of a Reasonable Adjustment, you will need to add this to the amount of time you are expected to spend on the paper.

It is your responsibility to submit your work by the deadline for this examination. You must make sure you leave yourself enough time to do so.

It is also your responsibility to check that you have submitted the correct file.

Exam Help

If you are experiencing difficulties in accessing or uploading files during the exam period you should contact the exam helpdesk. For urgent queries please call **01509 222900**.

For other queries email examhelp@lboro.ac.uk

It is preferred that all answers are typed answers. For questions requiring graphical answers, you are **free** to use a **drawing tool** (e.g. the Shapes tool in MS Word) or **hand-draw** them, the latter being preferred.

This is an **open book exam** and you may refer to module materials, notes or textbooks when answering. However, you **must produce your own responses** to the exam questions and you **should not copy or reproduce content** from a source without quotation marks and a citation. Students who do this will be marked down for poor scholarship or the work will be considered for Academic Misconduct in line with regulation XVIII.

You must clearly identify the question and part, as required, in your answer, either through the numbering system or by including the relevant exam question and/or part as a heading.

You may include headings, bullet points etc to help with clarity as required. Graphs and images may also be included and should be appropriately referenced.

In text citations should use the Harvard style in accordance with the School of Business and Economics guidelines. You do not need to include a reference list.

Answer any TWO essay questions from a choice of 4. The maximum word length is 1,000 words per question.

ALL QUESTIONS CARRY EQUAL MARKS.

Exam Questions

1. Since your sports analysis organisation started working from home, it has become more difficult to maintain the team dynamics. This has resulted in team members arguing frequently and falling behind on important work. Using leadership theory, how could you lead these teams more effectively in the context of the current situation?
2. An athletics company would like to start using a new performance appraisal system but is unsure which one to use. Critically evaluate the advantages and disadvantages of performance appraisal systems, and put forward some suggestions for this company based on your evaluations.
3. With reference to the sporting context, critically discuss how the promotion of wellbeing in organisations is integral to organisational sustainability and success.
4. You have been tasked by the board members of a multinational sports organisation to critically evaluate the business case for managing diversity within the organisation. The board members are particularly interested in better understanding what benefits, and problems might be associated with this business case within the sports context? Illustrate your answer with examples.

A. ATTOM