Module Title: Human Resource Management in Context
Level: Seven
Time Allowed: Two hours

Instructions to students:
- Enter your student number not your name on all answer books.
- You are required to answer all three questions.
- All questions are equally weighted.
- This examination is based on the Tesco Case Study. Students are allowed to bring an annotated copy of the case study into the examination room.
- In answering the questions you are expected to refer to relevant theoretical concepts and frameworks introduced in the module and/or identified from your own reading and research, demonstrating the ability to engage in higher level organisational analysis and critical review.
- When referring to an academic source (publication) in your answers, you are not expected to provide full bibliographic details here. The author’s name and the date of publication will be considered acceptable e.g. Senior (2002).
- Students are permitted to bring into the examination a bilingual non electronic dictionary.

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You are required to answer all three questions.

1. Undertake a STEEPLE analysis, which illustrates the contextual factors which are currently facing Tesco. Identify the key challenges and the impact of these aspects on Tesco.

2. Critically evaluate the Best Fit approach to HR strategy. Evaluate the suitability of the Best Fit approach for Tesco’s HR strategy in improving organisational performance.

3. David Lewis (2014) the Chief Executive of Tesco, stated that ‘Tesco needs to change is culture’.

   Evaluate and identify the HR issues which will need to be addressed by the organisation in developing an integrated HR strategy for the business, which addresses the factors from your STEEPLE analysis and culture change.

End of Paper