

Answer all questions in Section A and answer one question in Section B.

You are advised to spend no more than 40 minutes on Section B.

### Section A

Answer all questions in this section.

- 1 Analyse two benefits to VBH of its approach to human resource management (HRM).

Human Resource Management is the effective management of an organisation's employees to help the business gain a competitive advantage from this strategic approach. HRM strategy may be hard or soft. Hard HRM is an approach to managing employees that focuses on cutting costs. Where as soft HRM is an approach to managing employees that focuses on their development so that they reach self-fulfilment and are motivated to work hard and stay with the business. VBH uses soft HRM approach and VBH employees have flexible employment contract which means that they allow their employees to have more control over their work-life balance, including options to work from home, flexible start and finish times, to work part-time or to job share. The benefits to VBH of these are that they will be able to attract well-qualified recruits which will improve customer service and the workforce will be motivated to work with VBH. Since they provide their employees with flexible employment contract, the employees can have more choice over working hours and can plan their personal activities accordingly, they have great freedom to achieve work-life balance. Thus this will lower

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**Frank Barnaby**



#### 14 Feb March Business Studies Paper Wced:

**Ecology, Sustainable Development and Accounting** Seleshi Sisaye, 2015-08-11 Accounting literature has viewed sustainability in terms of social economic and environmental performances There have been concerns that the relationship between sustainability accounting and organizational performance cannot be explained unless we can deduce patterns of administrative behaviour that chronicle management practices Ecology Sustainable Development and Accounting argues that despite the broader social and economic development dimensions of sustainability and the limitations of its extension to corporate and organizational behaviour an ecological framework is capable of providing the overall societal and community chronologies that describe corporate sustainable operations Drawing examples from international development and federal government organizations this book documents the link between ecology corporate sustainable development and sustainability accounting and reporting It draws together the literature from several disciplines to elaborate the contribution of the ecological approach to sustainable development in the accounting literature This book will be of particular interest to students academics and practitioners in the areas of environmental studies ecological economics sustainable development studies and social and environmental accounting The sociological and anthropological perspectives make this book the first of its kind to apply the population ecology of sociology to both the sustainability and accounting literature *Towards Globo Sapiens* Patricia Kelly, 2008-01-01 Global and local studies show that the present growth based approach to development is unsustainable If we are serious about surviving the 21st century we will need graduates who are not simply globally portable or even globally competent but also wise global citizens Globo sapiens This book contributes to what educators need to know do and be in order to support transformative learning The book is based on work with large socially and culturally diverse first year engineering students at an Australian university of technology It shows that reflective journals with appropriate planning and support can be one pillar of a transformative pedagogy which can encourage significant and even transformative attitude change in relation to gender culture and the environment It also offers evidence of improved communication skills and other tangible changes to counter common criticisms that such work is airy fairy and irrelevant The author combines communication theory with critical futures thinking to provide layered understandings of how transformative learning affected students thinking learning and behaviour So the book is both a case study and a detailed response to the personal and professional challenges that educators all over the world will face as they try to guide students in sustainable directions *Africa Insight*, 2003 *Technology, Globalization, and Sustainable Development* Nicholas A. Ashford, Ralph P. Hall, 2011-10-18 In this work the authors offer a unified transdisciplinary approach for achieving sustainable development in industrialized nations They present an insightful analysis of the ways in which industrial states are unsustainable and how economic and social welfare are related to the environment public health and safety *Sustainable Governance in Northeast Asia: Challenges for Innovation Frontier* Yongrok Choi, Malin Song, Seunghwan Myeong, 2018-09-21

This book is a printed edition of the Special Issue Sustainable Governance in Northeast Asia Challenges for Innovation Frontier that was published in Sustainability *Community Engagement in Higher Education* W. James Jacob, Stewart E. Sutin, John C. Weidman, John L. Yeager, 2015-06-17 There seems to be renewed interest in having universities and other higher education institutions engage with their communities at the local national and international levels But what is community engagement Even if this interest is genuine and widespread there are many different concepts of community service outreach and engagement The wide range of activity encompassed by community engagement suggests that a precise definition of the community mission is difficult and organizing and coordinating such activities is a complex task This edited volume includes 18 chapters that explore conceptual understandings of community engagement and higher education reforms and initiatives intended to foster it Contributors provide empirical research findings including several case study examples that respond to the following higher education community engagement issues What is the community and what does it need and expect from higher education institutions Is community engagement a mission of all types of higher education institutions or should it be the mission of specific institutions such as regional or metropolitan universities technical universities community colleges or indigenous institutions while other institutions such as major research universities should concentrate on national and global research agendas and on educating internationally competent researchers and professionals How can a university be global and at the same time locally relevant Is it or should it be left to the institutions to determine the scope and mode of their community engagement or is a state mandate preferable and feasible If community engagement or community service are mandatory what are the consequences of not complying with the mandate How effective are policy mandates and university engagement for regional and local economic development What are the principal features and relationships of regionally engaged universities Is community engagement to be left to faculty members and students who are particularly socially engaged and locally embedded or is it or should it be made mandatory for both faculty and students How can community engagement be better integrated with the other two traditional missions of the university research and teaching Cover image The Towering Four fold Mission of Higher Education by Natalie Jacob

Global Environment Outlook 4 United Nations Environment Programme, 2007 The fourth report in the Global Environment Outlook series provides a comprehensive scientifically credible policy relevant and up to date assessment of and outlook for the state of the global environment Environment for development is the GEO 4 underlying theme and the report pays special attention to the role and impact of the environment on human well being as well as to the use of environmental valuation as a tool for decision making GEO 4's 2007 publication date marks the half way point for the Millennium Development Goals The environment as well as being the subject of MDG 7 is also a thread that runs through all the goals Includes Errata **Routledge Handbook on Tourism and Small Island States in the Pacific** Marcus L. Stephenson, 2022-12-30 This timely handbook critically examines the development and role of tourism in small Pacific Island

states located across Melanesia Micronesia and Polynesia The volume presents an expansive evaluation of current issues challenges and potentialities for the 13 self governing states Interdisciplinary in coverage and borne of a varied and international authorship this handbook incorporates 27 specifically commissioned and original contributions Structured into four thematic sections and embellished with insightful tables and illustrations throughout the overarching ethos of this volume is to contribute to framing the role of tourism tourism development and the tourism industry within the context of self governing Pacific Island states faced with the challenge of pursuing an independent path of development In doing so the work highlights and deciphers various tourism development perplexities in the Pacific examining closely the intersecting sociocultural geopolitical environmental organizational operational and strategic challenges This volume thus discusses a range of issues facilitators and inhibitors of tourism growth and development climate change ecological concerns and eco tourism non tourism and undertourism crisis management and the COVID 19 virus transportation and tourism infrastructural concerns tourism policy and planning including tourism governance sectoral links between tourism food and agriculture gender and micro entrepreneurship community management and participation cultural and natural heritage sites and the handicraft industry The work pays critical attention to the various trajectories of sustainable tourism and the United Nations Sustainable Development Goals Despite the many challenges and concerns raised the book implicates the importance of good governance progressive post COVID 19 recovery strategies and directives and creative and imaginative options in the successful development re development and advancement of tourism As a definitive reference resource for this subject area this handbook will be of great interest to students researchers and academics within tourism development studies geography Pacific studies sustainability and environmental studies

**CSR and Sustainability** Michael Hopkins, 2017-09-08 Corporate Social Responsibility CSR is steadily moving from the margins to the mainstream across the spectrum of private companies NGOs and the public sector It has grown from being a concept embraced by a small number of companies such as The Body Shop in the early 1990s to a widespread global movement At its weakest level it is represented by a few philanthropic gestures by organizations but when applied in its most complete form it can steer the organization or sector to deliver a fully fledged system wide multi stakeholder operation accompanied by multiple types of certification For the first time a book brings together key issues relating to CSR as they apply to different aspects of business it is not another generalist title about CSR Michael Hopkins a leading expert in the field is joined by a number of outstanding contributors to the book to explain how CSR has evolved since the 1990s and to offer ground breaking insights and practical and specific applications of the concept For example Mervyn King explains Integrating Reporting Deborah Leipziger looks at the laws and standards for CSR Branding and the Supply Chain George Starcher provides a framework for Socially Responsible Restructuring and Adrian Henriques explores Social Accounting and Stakeholder Dialogue

**The Gaia Peace Atlas** Frank Barnaby, 1988 Alberta  
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