

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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Table of Contents 14 Feb March Business Studies Paper Wced

1. Understanding the eBook 14 Feb March Business Studies Paper Wced
 - The Rise of Digital Reading 14 Feb March Business Studies Paper Wced
 - Advantages of eBooks Over Traditional Books
2. Identifying 14 Feb March Business Studies Paper Wced
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an 14 Feb March Business Studies Paper Wced
 - User-Friendly Interface
4. Exploring eBook Recommendations from 14 Feb March Business Studies Paper Wced
 - Personalized Recommendations
 - 14 Feb March Business Studies Paper Wced User Reviews and Ratings
 - 14 Feb March Business Studies Paper Wced and Bestseller Lists
5. Accessing 14 Feb March Business Studies Paper Wced Free and Paid eBooks
 - 14 Feb March Business Studies Paper Wced Public Domain eBooks
 - 14 Feb March Business Studies Paper Wced eBook Subscription Services
 - 14 Feb March Business Studies Paper Wced Budget-Friendly Options
6. Navigating 14 Feb March Business Studies Paper Wced eBook Formats

- ePub, PDF, MOBI, and More
 - 14 Feb March Business Studies Paper Wced Compatibility with Devices
 - 14 Feb March Business Studies Paper Wced Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of 14 Feb March Business Studies Paper Wced
 - Highlighting and Note-Taking 14 Feb March Business Studies Paper Wced
 - Interactive Elements 14 Feb March Business Studies Paper Wced
 8. Staying Engaged with 14 Feb March Business Studies Paper Wced
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers 14 Feb March Business Studies Paper Wced
 9. Balancing eBooks and Physical Books 14 Feb March Business Studies Paper Wced
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection 14 Feb March Business Studies Paper Wced
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine 14 Feb March Business Studies Paper Wced
 - Setting Reading Goals 14 Feb March Business Studies Paper Wced
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of 14 Feb March Business Studies Paper Wced
 - Fact-Checking eBook Content of 14 Feb March Business Studies Paper Wced
 - Distinguishing Credible Sources
 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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