4 TLA is a large hotel with 200 rooms and 3000 employees. Many of these employees are members of a trade union. The Managing Director is planning to expand the business but is worried about possible diseconomies of scale as TLA grows. The Human Resources Director has been asked to recruit 2 new managers. She knows it is important that all managers use the most appropriate leadership style. All of TLA's new employees receive induction training.

(a) Identify **one** advantage and **one** disadvantage to employees of being members of a trade union.

Advantage: .....

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Disadvantage: .....

..... [2]

(b) Identify **one** benefit and **one** limitation of a business using induction training.

Benefit: .....

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Limitation: .....

..... [2]

(c) Outline **one** reason why each of the following stages of recruitment might be important for TLA:

Job description: .....

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Job advertisement: .....

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..... [4]

(d) Explain **two** possible diseconomies of scale as TLA grows.

Diseconomy of scale 1: .....

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Explanation: .....

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Diseconomy of scale 2: .....

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Explanation: .....

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..... [6]

(e) Do you think the advantages of managers using a democratic leadership style are greater than the disadvantages for a business? Justify your answer.

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..... [6]