

Section A (Answer all the questions)

[50 marks]

Question 1

Read the following case study and answer all the following questions.

Imagine you are the new HR director of a company involved in the manufacturing of heavy equipment that are used to build roads. Part of your brief as HR Director is to come up with suggestions on how to increase profitability and decrease staff turnover. Your discussions will form part of a strategic planning session that will focus on how to turn the company around. Poor economic circumstances and general mismanagement of staff has led to very little pay increases, and staff turnover is at a record high. The company functions within a strong unionised environment, and you have only been in your new position for one day when you were told in no uncertain terms that “things need to change, or staff will engage in strike action to force the boss’s hand”.

- 1.1. You strongly believe in involving the employees in decisions that affect them. Compile a possible action plan on items to discuss with the unions and staff on matters that need changing. The focus of the initiatives should be employee participation and involvement. **[10]**
- 1.2. Consider how you will approach the unions on these matters as you know from experience that the unions may view these plans with skepticism. You want their buy-in in any new plans and want to assure them that you are not trying to erode their power base. **[10]**
- 1.3. Critically analyse the differences between the “tripartite” and “multipartite” perspectives of the employment relationship. **[10]**

Labour Relations Nquestion Paper 23

**United States. Congress. House.
Special Committee to Investigate the
National Labor Relations Board**

Labour Relations Nquestion Paper 23:

Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board,1987

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,2025-07-02 **Monthly Labor Review** ,1995-10 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews *National Labor Relations Act* United States. Congress.

House. Special Committee to Investigate the National Labor Relations Board,1940 **Proceedings Seventh International Management Congress, Washington, D.C., September 19th to September 23rd, 1938 ...** ,1938 Amendments to

Expedite the Remedies of the National Labor Relations Act United States. Congress. House. Committee on Education and Labor. Special Subcommittee on Labor,1971 Industrial Relations ,1921 **Republicans and Labor** Robert H.

Zieger,2014-07-15 At no other time in American history had labor unrest been more evident than the period immediately after World War I Robert H Zeiger here recounts the labor problems that faced the Republican administrations of Presidents Harding and Coolidge massive strikes antiracial hysteria and the hardening of class attitudes throughout the nation and describes the programs and policies of Republican leaders particularly those of Herbert Hoover to solve them Zeiger finds that while suspicion and animosity between the Republicans and the union leaders persisted the rising prosperity of the nation together with the adroit efforts of Hoover and his associates tended to lessen the influence of extremists in both groups Labor reached an accommodation of sorts with the Coolidge administration and when in 1928 Hoover defeated Al Smith the substantial labor vote he received was among the factors that lent stature to his victory *Engineering Index* ,1927 **Engineering Index Annual** ,1921

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