

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]**

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Table of Contents Labour Relations Nexam Papers

1. Understanding the eBook Labour Relations Nexam Papers
 - The Rise of Digital Reading Labour Relations Nexam Papers
 - Advantages of eBooks Over Traditional Books
2. Identifying Labour Relations Nexam Papers
 - 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 Labour Relations Nexam Papers
 - User-Friendly Interface
4. Exploring eBook Recommendations from Labour Relations Nexam Papers
 - Personalized Recommendations
 - Labour Relations Nexam Papers User Reviews and Ratings
 - Labour Relations Nexam Papers and Bestseller Lists
5. Accessing Labour Relations Nexam Papers Free and Paid eBooks
 - Labour Relations Nexam Papers Public Domain eBooks
 - Labour Relations Nexam Papers eBook Subscription Services
 - Labour Relations Nexam Papers Budget-Friendly Options
6. Navigating Labour Relations Nexam Papers eBook Formats

- ePub, PDF, MOBI, and More
- Labour Relations Nexam Papers Compatibility with Devices
- Labour Relations Nexam Papers Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Labour Relations Nexam Papers
 - Highlighting and Note-Taking Labour Relations Nexam Papers
 - Interactive Elements Labour Relations Nexam Papers
- 8. Staying Engaged with Labour Relations Nexam Papers
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Labour Relations Nexam Papers
- 9. Balancing eBooks and Physical Books Labour Relations Nexam Papers
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Labour Relations Nexam Papers
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Labour Relations Nexam Papers
 - Setting Reading Goals Labour Relations Nexam Papers
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Labour Relations Nexam Papers
 - Fact-Checking eBook Content of Labour Relations Nexam Papers
 - 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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