

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 Relation June 2exam Paper

John Storey



Labour Relation June 2exam Paper:

Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board, 2008
Cambridge University Examination Papers, 1874 *Decisions of the Federal Labor Relations Authority* United States. Federal Labor Relations Authority, 1993 *Palmers' Index to the Times Newspaper*, 1906 Official Index to the Times, 1914 Indexes the Times Sunday times and magazine Times literary supplement Times educational supplement Times educational supplement Scotland and the Times higher education supplement Decisions and Orders of the National Labor Relations Board, Volume 357, June 29, 2011 Through January 3, 2012 National Labor Relations Board, 2016-02-15 Each volume of this series contains all the important Decisions and Orders issued by the National Labor Relations Board during a specified time period The entries for each case list the decision order statement of the case findings of fact conclusions of law and remedy **The Official Index to The Times**, 1924 *The Annual Index to the Times*, 1906 *Human Resource Management* Alan Nankervis, Marian Baird, Dr Jane Coffey, John Shields, 2019-08-29 Now in its 10th edition AHRI endorsed Human Resource Management Strategy and Practice provides a strong conceptual and practical framework for students of human resource management The successful integrative strategic HRM model is retained and the most recent developments in human resource management theories and practices are explored A multitude of contemporary regional and international examples are incorporated throughout alongside expanded coverage on the future of work and emerging HRM issues Thoroughly revised and updated with the latest research findings this edition adopts a lateral approach to illustrating the evolving HRM landscape and promoting employability Now available on the MindTap platform Human Resource Management Strategy and Practice provides an optional online learning experience with interactive skills based activities as well as new opportunities for student engagement and revision Premium online teaching and learning tools are available on the MindTap platform Learn more about the online tools cengage.com/au/mindtap *A Subject Index to Current Literature* Australian Public Affairs Information Service, **Post-Keynesian Essays from Down Under Volume II: Essays on Policy and Applied Economics** G. Harcourt, Peter Kriesler, Joseph Halevi, John Nevile, 2017-03-21 Joseph Halevi G C Harcourt Peter Kriesler and J W Nevile bring together a collection of their most influential papers on post Keynesian thought Their work stresses the importance of the underlying institutional framework of the economy as a historical process and therefore of path determinacy In addition their essays suggest the ultimate goal of economics is as a tool to inform policy and make the world a better place with better being defined by an overriding concern with social justice Volume II assess application and policies **Ontario Labour Relations Board Reports** Ontario Labour Relations Board, 1996-07 Work and Labour Relations in Global Platform Capitalism Haidar, Julieta, Keune, Maarten, 2021-11-19 This engaging and timely book provides an in depth analysis of work and labour relations within global platform capitalism with a specific focus on digital platforms that organise labour processes known as labour platforms Well respected contributors thoroughly examine both online and

offline platforms their distinct differences and the important roles they play for both large transnational companies and those with a smaller global reach **APAIS 1994: Australian public affairs information service** , *Managerial Prerogative and the Question of Control (Routledge Revivals)* John Storey,2014-10-10 In both Marxist and non Marxist scholarship there has been a remarkable neglect of the managerial control of labour John Storey s analysis of the modern labour process shows that managerial control is in fact more precarious than has been so far recorded This book first published in 1983 reassesses the Braverman theory of the inexorable degradation of work and demonstrates the need to go beyond not only Braverman but also most of the ensuing attempts to complement or repair his underlying thesis The book will be of interest to students of the social sciences **National Labor Relations Board V. Kearney & Trecker Corporation** ,1956 *Strategies of Compliance with the European Court of Human Rights* Andreas von Staden,2018-06-11 In *Strategies of Compliance with the European Court of Human Rights* Andreas von Staden traces the impact of human rights violations in Germany and the United Kingdom and details how governments legislators and domestic judges responded to the court s demands for either financial compensation or changes to laws policies and practices **Journal of Collective Negotiations in the Public Sector** ,1995 *The Political Economy of Migration and Post-industrialising Australia* Patrick Brownlee,2020-08-31 During the 1980s and 1990s Australia s migration intake turned rapidly towards recruiting business professionals managers and entrepreneurs to support the country s entry into an economic system marked by global value chains This book analyses the policy idea termed Productive Diversity introduced by the Australian government as a way of conceptualising the belief that migrants would bring business acumen and a global outlook to help Australia compete as a trading nation The book examines this germinal period of Australia s economic reorientation through a close inspection of policy documents parliamentary hearings economic and migration statistics and interviews with the architects of the policy It provides a comprehensive account of how the policy framework emerged how it was implemented and studies the rationale in recruiting self starters and managers to connect with global trade flows This work will be of interest to students and researchers of migration studies especially Australian migration diversity policies sociology multiculturalism economics development studies and Asia Pacific studies The methods and data will also be of value to political economists and policy makers **Classified Index of National Labor Relations Board Decisions and Related Court Decisions** ,2005

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