

**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 Nexam Question Papers

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but have had limited success in challenging the fundamental global divides in production circulation and recognition of social scientific knowledge This book chooses a different take on the question of how North Atlantic domination could be challenged by conceptualizing counter hegemonic currents in international sociology Instead of providing theoretical and deconstructive critiques counter hegemonic currents are effective through collective social scientific practice the production of data knowledge and texts of new generations of scholars the interaction with extra university actors leading to the gradual emergence of integrated and productive scientific communities Their orientation towards local arenas of discussion and production of socially relevant research effectively reduces the belief in the hegemony of the North The historical development of South African labour studies is a case in point This study provides a systematic in depth analysis of research and teaching activities networks with extra academic actors and international cooperation over time in the three major Labour Studies centres Johannesburg Durban and Cape Town It draws on a rich variety of material including annual reports of research centres and labour service organizations teaching contents and exam questions the 1974 2003 volumes of the South African Labour Bulletin and newsletters of ISA Research Committee 44 on Labour Movements Qualitative analysis of four seminal books is used to assess their contribution to original general theory building In depth interviews with Labour Studies representatives complement the analysis of documents and literature by reconstructing the oral history of this scholarly community an indispensable source given that many debates could not appear in written form or had to be watered during the Apartheid years The study concludes that over time South African social scientists have generated knowledge on labour industry and trade unions that is universally comprehensible but arrogantly local Business Management for the IB Diploma Exam Preparation Guide Alex Smith,2017-03-23 A comprehensive second edition of Business Management for the IB Diploma revised for first teaching in 2014 *Decisions and Orders of the National Labor Relations Board* ,2009-09-02 Includes the decisions and orders of the Board a table of cases and a cross reference index from the advance sheet numbers to the volume page numbers **Oswaal ICSE Question Bank Chapter-wise Topic-wise Class 10 Commercial Studies | For 2025 Board Exams** Oswaal Editorial Board,2024-04-09 Description of the Product 100% Updated with Latest Syllabus Questions Typologies We have got you covered with the latest and 100% updated curriculum Crisp Revision with Topic wise Revision Notes Smart Mind Maps Study smart not hard Extensive Practice with 700 Questions Self Assessment Papers To give you 700 chances to become a champ Concept Clarity with 500 Concepts Concept Videos For you to learn the cool way with videos and mind blowing concepts 100% Exam Readiness with Expert Answering Tips Suggestions for Students For you to be on the cutting edge of the coolest educational trends **Monthly Labor Review** ,1995 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews *Bank Of India Probationary Officer Exam PDF eBook* Chandresh Agrawal,nandini books,2024-07-13 SGN The Bank Of India Probationary Officer Exam PDF eBook Covers English Subject Objective Questions Asked In Various Competitive Exams With Answers

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