

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

**United States. National Labor
Relations Board**



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Examination Papers University of Bombay,1926 Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board,1973 Cambridge University Examination Papers ,1873 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 *Palmers' Index to the Times Newspaper* ,1907 *International Law Reports* E. Lauterpacht,C. J. Greenwood,1994-08-11 The only publication wholly devoted to the regular and systematic reporting in English of decisions of international courts and arbitrators **Decisions and Orders of the National Labor Relations Board** National Labor Relations Board,2012-02-29 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 *The Annual Index to the Times* ,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 The Official Index to The Times ,1924 **Inland Steel Company V. National Labor Relations Board** ,1939 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 **The Bookseller** ,1913 Official organ of the book trade of the United Kingdom 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

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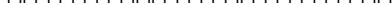
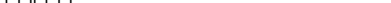
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