

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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Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board, 2016-05 **Labor Relations** United States. Congress. Senate. Committee on Labor and Public Welfare, 1949
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Hendricks County Rural Electric Membership Corporation V. National Labor Relations Board , 1980 **Reports of Cases Argued and Decided in the Supreme Court of the United States** United States. Supreme Court, 1939 Complete with headnotes summaries of decisions statements of cases points and authorities of counsel annotations tables and parallel references United States Reports United States. Supreme Court, 1938 **The Publishers' Circular and Booksellers' Record of British and Foreign Literature** , 1895 **National Labor Relations Board V. Tom's Supermarket, Inc** , 1967 **Cambridge University Examination Papers** , 1893 *Teacher Management in China* Eva Huang, John Benson, Ying Zhu, 2016-03-17 Education has long been highly valued in China and continues to be highly valued both by the state which appreciates the value of education for maintaining China's economic rise and by parents who affected by the One Child Policy devote a large proportion of their incomes to their one child's education This book explores current systems of teacher management in China and assesses their effectiveness It charts the development of China's education system outlines present day human resource management methods in Chinese schools including practices for recruitment and selection training and development performance appraisal and rewards both pay and non financial rewards and describes recent changes and innovations The book concludes that a high performance work system enhanced by traditional paternalistic humanised management and by pragmatism predominates with important consequences for teachers jobs and performance and for the quality of students school life Federal Labor Laws Annotated United States, 1953 *Decisions and Orders of the National Labor Relations Board, V. 353, September 8, 2008 Through April 20, 2009* National Labor Relations Board, 2010-08-06 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 American Steel Foundries V. National Labor Relations Board , 1946 *National Labor Relations Act and Proposed Amendments* United States. Congress. Senate. Committee on Education and Labor, 1939 *National Labor Relations Act and Proposed Amendments* United States. U.S. Congress. Senate. Committee on Education and Labor, 1940 **National Labor Relations Act and Proposed Amendments: Hearing, Aug. 4, 1939, continued** United States. Congress. Senate. Committee on Education and Labor, 1939 *PHR/SPHR Exam For Dummies with Online Practice* Sandra M. Reed, 2021-01-27 Ace those challenging PHR and SPHR exams In the competitive field of Human Resources measurable demonstrations of credibility and commitment will get you ahead and there's no better way to show your dedication than by adding the Professional in Human Resources PHR or Senior Professional in Human Resources SPHR qualifications to your resume Fail rates are high but the right combination of knowledge and practice and a

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