

**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 Nquestion Paper 2november

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National Labor Relations Board V. W. A. Jones Foudry & Machine Co ,1941      Classified Index of National Labor Relations Board Decisions and Related Court Decisions ,2009      In the Balance Hein Marais, 2022-07-01 Examines the need and prospects for a UBI As jobs disappear and wages flat line paid work is an increasingly fragile and unattainable basis for dignified life This predicament deepened by the COVID 19 pandemic is sparking urgent debates about alternatives such as a universal basic income UBI Highly topical and distinctive in its approach In the Balance The Case for a Universal Basic Income in South Africa and Beyond is the most rounded and up to date examination yet of the need and prospects for a UBI in a global South setting such as South Africa Hein Marais casts the debate about a UBI in the wider context of the dispossessing pressures of capitalism and the onrushing turmoil of global warming pandemics and social upheaval Marais surveys the meaning history and appeal of a UBI before even handedly weighing the case for and against such an intervention The book explores the vexing questions a UBI raises about the relationship of paid work to social rights about prevailing notions of entitlement and dependency and the role of the state in contemporary capitalism Along with cost estimates for different versions of a basic income in South Africa it discusses financing options and lays out the social economic and political implications This incisive new book advances both our theoretical and practical understanding of the prospects for a UBI      **Foote Bros. Gear & Machine Corporation V. National Labor Relations Board** ,1940

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