

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 23

Marco Cascella



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Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board,1987
National Labor Relations Board V. Tom's Supermarket, Inc ,1967 **Sessional Papers** Great Britain. Parliament. House of Commons,1894 *National Labor Relations Board V. Superior Tanning Company* ,1940 **Oversight of the National Labor Relations Board** United States. Congress. Senate. Committee on Labor and Human Resources,1996 **Monthly Labor Review** ,1986 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews *Inland Steel Company V. National Labor Relations Board* ,1939 **Oswaal CDS Question Bank | Previous Years Solved Question Papers Chapter-Wise & Topic-Wise General Knowledge (2014-2023) For 2024 Exam** Oswaal Editorial Board,2024-01-19 Description of the product 100% updated with Fully Solved April September 2023 Papers Concept Clarity with detailed explanations of 2014 to 2023 Papers Extensive Practice with 1200 Questions and Two Sample Question Papers Crisp Revision with Concept Based Revision Notes Mind Maps Mnemonics Expert Tips helps you get expert knowledge master crack CDS in first attempt Exam insights with 5 Year wise 2019 2023 Trend Analysis empowering students to be 100% exam ready **Parliamentary Papers** Great Britain. Parliament. House of Commons,1894 **National Labor Relations Act** United States. Congress. House. Special Committee to Investigate the National Labor Relations Board,1940 **Calendar of State Papers, Domestic Series ...: Charles I, 1625-1649. 23 v** , Hendricks County Rural Electric Membership Corporation V. National Labor Relations Board ,1980 *Consolidated Papers, Inc. V. National Labor Relations Board* ,1981 Decisions and Orders of the National Labor Relations Board, V. 339, May 9, 2003, Through August 27, 2003 ,1936 **Ontario Labour Law Reform** Harish C. Jain,S. Muthuchidambaram,1995 Provides an overview and evaluation of the amendments incorporated in Bill 40 An Act to Amend Certain Acts Concerning Collective Bargaining and Employment in Ontario and considers its impact on industrial relations since it CAME into force in January 1993 Includes provisions relating to replacement workers during strikes and good faith bargaining **Singer Manufacturing Company V. National Labor Relations Board** ,1941 **Time-O-Matic, Inc. V. National Labor Relations Board** ,1958 *Public Affairs Information Service Bulletin* ,1923 Bulletin of the Public Affairs Information Service Public Affairs Information Service,1925 **Labor Relations Yearbook** ,1969

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