

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

Didier Musso



Labour Relations Nexam Question Papers:

Employee Relations John Gennard, Geoffrey Hayward, 2005 Part of the CIPD Revision Guides series this revision guide is designed to aid CIPD students in preparing for their examinations Based on the experience and skills of the CIPD Examiners it provides opportunities to practise exam technique assess knowledge levels and benefit from the tips on improving exam performance *Oswaal ICSE 10 Sample Question Papers Class 10 Economics For Board Exam 2024 (Based On The Latest CISCE/Oswaal Oswaal ICSE Specimen Paper)* Oswaal Editorial Board, 2023-09-28 Description of the Product Fresh Relevant with 2024 ICSE ISC Specimen Paper Fully Solved Score Boosting Insights with 500 Questions 1000 Concepts Insider Tips Techniques with On Tips Notes Mind Maps Mnemonics Exam Ready Practice with 10 Highly Probable SQPs Includes 2023 Board Exam Paper Fully Solved 5 exclusive Sample Question Papers for Oswaal 360 **Career Point Kota 10 Sample Question Papers for CBSE Board Term 2 Class 12 Business Studies Subject for Board Exam 2022** Career Point Kota, 2022-03-27 CP Publication 10 Sample Papers CBSE Term 2 2021 22 is a valuable tool to understand the new pattern of the CBSE Term 2 examination The book consists of 10 Sample Questions Papers SQPs with a blueprint issued by CBSE in January 2022 followed by the latest CBSE 2021 22 Term 2 Sample Question Paper SQP thus making a complete set of 10 SQPs Furthermore new typologies of subjective question sets including VSA SA LA type questions are given in the book Hints and explanations are provided at the end of each SQP to reach the answer accurately It is well known fact that Practice is a key to achieve perfection and the same is applicable for scoring high marks in board examination also We have observed that knowledge alone is not sufficient to achieve high marks One needs to learn the skills to translate knowledge into performance on examination day For this purpose we feel immense pleasure in introducing this 10 Sample Question Papers for CBSE Board Term 2 examination These papers have been designed keeping in mind the latest pattern of examination These question papers provide opportunity to student to practice in examination like environment by practicing 10 times before the actual examinations Practicing these paper improves student exam taking skills and scoring ability It also builds student s examination temperament Key features of the books are All papers are based on latest syllabus pattern marking scheme of CBSE Term 2 Solutions to all papers are given Latest CBSE Term 2 Sample Question Paper Based on Latest Competency Based Education CBE Students are advised to take all papers in examination like environment with full sincerity in prescribed time limit so that they get fully tuned for the examination environment and ensure very good performance in exams **Human Resource Management HRM Questions and Answers PDF** Arshad Iqbal, The Human Resource Management HRM Quiz Questions and Answers PDF HRM Competitive Exam Questions Chapter 1 15 Practice Tests BBA HRM Textbook Questions for Beginners includes revision guide for problem solving with hundreds of solved questions Human Resource Management Questions and Answers PDF book covers basic concepts analytical and practical assessment tests Human Resource Management Quiz PDF book helps to practice test questions from exam prep notes The Human

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Keim,2017-04-01 From the perspective of the international scholarly community under North Atlantic domination South Africa might look like a peripheral place of knowledge production In recent years a plethora of voices calling for provincializing Europe for deconstructing Eurocentrism and for adopting post and decolonial perspectives have challenged such views They have partly transformed the academic landscape 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

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