

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 N4 Past Year Papers

Maria Ioannidou, Bingwan Xiong



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Employment Relations Abstracts, 1972

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Work Related Abstracts, 1994

Drum, 2006

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enforcement and second critically discusses decisional practice and policy developments in the EU and China The discussion identifies potential competition law problems in the digital economy and covers various types of anti competitive conduct at the intersection of consumer data protection and competition law It also identifies contentious cases querying whether competition law can act as a gap filler or whether other regulatory tools are better suited to address such problems

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Hearings United States. Congress. House. Committee on Appropriations,1941

Handbook of Ion Channels Jie Zheng,Matthew C. Trudeau,2015-02-25 The New Benchmark for Understanding the Latest Developments of Ion Channels Ion channels control the electrical properties of neurons and cardiac cells mediate the detection and response to sensory stimuli and regulate the response to physical stimuli They can often interact with the cellular environment due to their location at the surface of ce

The Correspondence of Charles Darwin: Volume 24, 1876 Charles Darwin,1985 Letters from 1876 when Darwin published Cross and Self Fertilisation in the Vegetable Kingdom and began writing Forms of Flowers

Canadian Labour Relations Boards Reports ,1988

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Research in Education ,1971

Collective Bargaining ,1988

Human Resources and Demographics ,1980

Library of Congress Catalog Library of Congress,1971 Beginning with 1953 entries for Motion pictures and filmstrips Music and phonorecords form separate parts of the Library of Congress catalogue Entries for Maps and atlases were issued separately 1953 1955

MCS-203 IGNOU Introduction to Database Management System Previous Years Unsolved Papers Manish Soni,2024-11-29 The fields of Database Management Systems DBMS represent a cornerstone of modern computing serving as the backbone for data storage retrieval and management across various industries As organizations increasingly rely on data driven decision making the significance of robust database management cannot be overstated Recognizing this importance the Indira Gandhi National Open University IGNOU has integrated Database Management Systems into its curriculum challenging students to master both theoretical foundations and practical applications This book IGNOU

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