

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 Npast Question Papers

**Bob Delaney, Adv. Dpl., BA (Econ.),
PME, Ian Turnbull, BA, MBA**

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Monthly Labor Review ,1994-04 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews *Organizing for Social Justice* International Labour Office,2004 Freedom of association and the recognition of the right to bargain collectively are not only fundamental human rights at work but also vital elements of economic social and political processes Organizing for Social Justice takes account of the current trends in exercising these rights as well as the significant challenges that still remain in many parts of the world particularly in today s global economy The chapters are Freedom of association and collective bargaining The foundations for democratic development From principles to practice The challenges ahead Organizing and bargaining in the global economy Encouraging progress Technical cooperation to strengthen and extend freedom of association and collective bargaining Building on progress Answers to the Labour Question Gary Mucciaroni,2024-01-31 Since the mid nineteenth century public officials reformers journalists and other elites have referred to the labour question The labour question was rooted in the system of wage labour that spread throughout much of Europe and its colonies and produced contending classes as

industrialization unfolded

Answers to the Labour Question explores how the liberal state responded to workers demands that employers recognize trade unions as their legitimate representatives in their struggle for compensation and control over the workplace Gary Mucciaroni examines five Anglophone nations Australia Canada Great Britain New Zealand and the United States whose differences are often overlooked in the literature on political economy which lumps them together as liberal market led economies Despite their many shared characteristics and common historical origins these nations responses to the labour question diverged dramatically Mucciaroni identifies the factors that explain why these nations developed such different industrial relations regimes and how the paths each nation took to the adoption of its regime reflected a different logic of institutional change Drawing on newspaper accounts parliamentary debates and personal memoirs among other sources **Answers to the Labour Question** aims to understand the variety of state responses to industrial unrest and institutional change beyond the domain of industrial relations

History for the IB Diploma Paper 3 Political Developments in the United States (1945–1980) and Canada (1945–1982) Nick Fellows, Mike Wells, 2016-10-27 Comprehensive books to support study of History for the IB Diploma Paper 3 revised for first assessment in 2017 This coursebook covers Paper 3 HL option 2 History of the Americas Topic 15 Political Developments in the United States 1945 1980 and Canada 1945 1982 of the History for the International Baccalaureate IB Diploma syllabus for first assessment in 2017 Tailored to the requirements of the IB syllabus and written by experienced examiners and teachers it offers an authoritative and engaging guidance through the domestic issues and political developments in the United States and Canada particularly on the policies of leaders such as Truman Kennedy Nixon Pearson and Trudeau

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society The present volume represents a twentieth anniversary retrospective and evaluation of What Do Unions Do The objectives are threefold to evaluate and critique the theory evidence and conclusions of Freeman and Medoff to provide a comprehensive update of the theoretical and empirical literature on unions since the publication of their book and to offer a balanced assessment and critique of the effects of unions on the economy and society Toward this end internationally recognized representatives of labor and management cover the gamut of subjects related to unions Topics covered include the economic theory of unions the history of economic thought on unions the effect of unions on wages benefits capital investment productivity income inequality dispute resolution and job satisfaction the performance of unions in an international perspective the reasons for the decline of unions and the future of unions The volume concludes with a chapter by Richard Freeman in which he assesses the arguments and evidence presented in the other chapters and presents his evaluation of how What Do Unions Do stands up in the light of twenty years of additional experience and research This highly readable volume is a state of the art survey by internationally recognized experts on the effects and future of labor unions It will be the benchmark for years to come

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The Study Guide for the HR Knowledge Exams Bob Delaney, Adv. Dpl., BA (Econ.), PME,Ian Turnbull, BA, MBA,2022-11-17 THE Study Guide for the CHRP and CHRL exams in Ontario With 20 years of HR exam prep experience we have helped over 20 000 HR Professionals get certified We are Canada s original supplier of HR study guides specifically designed for the Ontario HR Certification Exams Our Study Guide has been reviewed and approved by numerous recognized Ontario institutions

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Illegal Migration and Gender in a Global and Historical Perspective Marlou Schrover, 2008 This incisive study combines the two subjects and views the migration scholarship through the lens of the gender perspective

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Table of Contents Labour Relations Npast Question Papers

1. Understanding the eBook Labour Relations Npast Question Papers
 - The Rise of Digital Reading Labour Relations Npast Question Papers
 - Advantages of eBooks Over Traditional Books
2. Identifying Labour Relations Npast Question Papers
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Labour Relations Npast Question Papers
 - User-Friendly Interface
4. Exploring eBook Recommendations from Labour Relations Npast Question Papers
 - Personalized Recommendations
 - Labour Relations Npast Question Papers User Reviews and Ratings

- Labour Relations Npast Question Papers and Bestseller Lists
- 5. Accessing Labour Relations Npast Question Papers Free and Paid eBooks
 - Labour Relations Npast Question Papers Public Domain eBooks
 - Labour Relations Npast Question Papers eBook Subscription Services
 - Labour Relations Npast Question Papers Budget-Friendly Options
- 6. Navigating Labour Relations Npast Question Papers eBook Formats
 - ePub, PDF, MOBI, and More
 - Labour Relations Npast Question Papers Compatibility with Devices
 - Labour Relations Npast Question Papers Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Labour Relations Npast Question Papers
 - Highlighting and Note-Taking Labour Relations Npast Question Papers
 - Interactive Elements Labour Relations Npast Question Papers
- 8. Staying Engaged with Labour Relations Npast Question Papers
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Labour Relations Npast Question Papers
- 9. Balancing eBooks and Physical Books Labour Relations Npast Question Papers
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Labour Relations Npast Question Papers
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Labour Relations Npast Question Papers
 - Setting Reading Goals Labour Relations Npast Question Papers
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Labour Relations Npast Question Papers
 - Fact-Checking eBook Content of Labour Relations Npast Question Papers
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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