

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

**United States. National Labor
Relations Board**



Labour Relations Nquestion Paper 23:

Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board, 1987
Monthly Labor Review , 1983 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews Labour Law in the Netherlands Antoine T.J.M. Jacobs, 2020-05-21 Derived from the renowned multi volume International Encyclopaedia of Laws this monograph on the Netherlands not only describes and analyses the legal aspects of labour relations but also examines labour relations practices and developing trends It provides a survey of the subject that is both usefully brief and sufficiently detailed to answer most questions likely to arise in any pertinent legal setting Both individual and collective labour relations are covered in ample detail with attention to such underlying and pervasive factors as employment contracts suspension of the contracts dismissal laws and covenant of non competition as well as international private law The author describes all important details of the law governing hours and wages benefits intellectual property implications trade union activity employers associations workers participation collective bargaining industrial disputes and much more Building on a clear overview of labour law and labour relations the book offers practical guidance on which sound preliminary decisions may be based It will find a ready readership among lawyers representing parties with interests in the Netherlands and academics and researchers will appreciate its value in the study of comparative trends in laws affecting labour and labour relations *National Labor Relations Board V. Shedd-Brown Mfg. Co* , 1953 *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 National Labor Relations Board V. Tom's Supermarket, Inc , 1967 *National Labor Relations Board V. Superior Tanning Company* , 1940 *The International Journal of Comparative Labour Law and Industrial Relations* , 1996 Inland Steel Company V. National Labor Relations Board , 1939 *Parliamentary Papers* Great Britain. Parliament. House of Commons, 1892 **National Labor Relations Act** United States. Congress. House. Special Committee to Investigate the National Labor Relations Board, 1940 *Revise HSC Business Studies in a Month* , 2001 **Sessional Papers** Great Britain. Parliament. House of Commons, 1894
Hendricks County Rural Electric Membership Corporation V. National Labor Relations Board , 1980
Decisions and Orders of the National Labor Relations Board, V. 339, May 9, 2003, Through August 27, 2003 , 1936 **Consolidated Papers, Inc. V. National Labor Relations Board** , 1981 **Singer Manufacturing Company V. National Labor Relations Board** , 1941 **Canadian Labour Relations Boards Reports** , 1982 **Time-O-Matic, Inc.**

V. National Labor Relations Board ,1958

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