

**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

**Glenn Dyer**



## Labour Relation N4 Past Year Papers:

*Employment Relations Abstracts*, 1972      *Drum*, 2006      *Work Related Abstracts*, 1989      **Research and Innovation**, 1980      **Human Resources and Demographics**, 1980      The Era Was Lost Glenn Dyer, 2024-10-29 An exciting yet relatively unknown episode in American labor history took place in New York City between 1965 and 1975 Rank and file members of numerous unions caught a strike fever as they challenged the entrenched power of some of the country's most powerful politicians employers and union leaders in a wave of contract rejections wildcat strikes and electoral campaigns Workers in unions across New York wanted more than better contracts they contested control of the work process racism on the job and workers place in America's socioeconomic hierarchy while implicitly and explicitly demanding greater democratic control of their representative organizations Some initial challenges were effective and succeeded in delivering better contracts and unseating undemocratic leaders However those early successes were short lived Glenn Dyer traces the way workers were met with employer recalcitrance and union attacks that proved too powerful to organize against In the face of this resistance workers retreated into a survivalist attitude of accommodation and resignation contributing to the decline of social democratic New York and working class power in the city Ultimately Dyer argues the failures of the rank and file organizing efforts in New York City which was the biggest center of organized labor in the country shows how stunted workers aspirations and numerous defeats not only uprooted the foundations of New York's uniquely social democratic polity but also ushered in a national era of increased working class subservience that has resonance today      **Research in Education**, 1974      **Hearings, Reports and Prints of the Joint Economic Committee** United States. Congress. Joint Economic Committee, 1980      **The Official History of the British Civil Service** Rodney Lowe, 2011-01-25 This first volume of the Official History of the UK Civil Service covers its evolution from the Northcote Trevelyan Report of 1854 to the first years of Mrs Thatcher's government in 1981 Despite current concerns with good governance and policy delivery little serious attention has been paid to the institution vital to both the Civil Service This Official History is designed to remedy this by placing present problems in historical context and by providing a helpful structure in which others and particularly former officials may contribute to the debate Starting with the seminal 1854 Northcote Trevelyan Report it covers the lost opportunity of the 1940s when the Service failed to adapt the needs of big government as advocated by Beveridge and Keynes It then examines in greater detail the belated attempts at modernisation in the 1960s the Service's vilification in the 1970s and the final destruction of the old order during the first years of Mrs Thatcher's government Particular light is shed on the origins of such current concerns as the role of special advisers the need for a Prime Minister's Department the evolution of Parliamentary Select Committees to resolve the potential tension between bureaucracy and Parliamentary democracy This Official History is based on extensive research into both recently released and unreleased papers as well as interviews with leading participants It has important lessons to offer all those both inside and outside the UK seeking to

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**Developments in Labor Law** United States. Congress. House. Committee on Education and the Workforce. Subcommittee on Employer-Employee Relations,2004     **Resources in Women's Educational Equity** ,1980     Resources in Women's Educational Equity: Special Issue ,1979     *The Engineer* ,1921     Resources in Education ,1998     **Health planning reports subject index** United States. Health Resources Administration,1979     **Library of Congress Catalogs** Library of Congress,1976

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