

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]**

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Table of Contents Labour Relation June 2exam Paper

1. Understanding the eBook Labour Relation June 2exam Paper
 - The Rise of Digital Reading Labour Relation June 2exam Paper
 - Advantages of eBooks Over Traditional Books
2. Identifying Labour Relation June 2exam Paper
 - 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 Relation June 2exam Paper
 - User-Friendly Interface
4. Exploring eBook Recommendations from Labour Relation June 2exam Paper
 - Personalized Recommendations
 - Labour Relation June 2exam Paper User Reviews and Ratings
 - Labour Relation June 2exam Paper and Bestseller Lists
5. Accessing Labour Relation June 2exam Paper Free and Paid eBooks

- Labour Relation June 2exam Paper Public Domain eBooks
 - Labour Relation June 2exam Paper eBook Subscription Services
 - Labour Relation June 2exam Paper Budget-Friendly Options
6. Navigating Labour Relation June 2exam Paper eBook Formats
- ePub, PDF, MOBI, and More
 - Labour Relation June 2exam Paper Compatibility with Devices
 - Labour Relation June 2exam Paper Enhanced eBook Features
7. Enhancing Your Reading Experience
- Adjustable Fonts and Text Sizes of Labour Relation June 2exam Paper
 - Highlighting and Note-Taking Labour Relation June 2exam Paper
 - Interactive Elements Labour Relation June 2exam Paper
8. Staying Engaged with Labour Relation June 2exam Paper
- Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Labour Relation June 2exam Paper
9. Balancing eBooks and Physical Books Labour Relation June 2exam Paper
- Benefits of a Digital Library
 - Creating a Diverse Reading Collection Labour Relation June 2exam Paper
10. Overcoming Reading Challenges
- Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Labour Relation June 2exam Paper
- Setting Reading Goals Labour Relation June 2exam Paper
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Labour Relation June 2exam Paper
- Fact-Checking eBook Content of Labour Relation June 2exam Paper
 - 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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