

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

Ian Pickup



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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

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provocative conclusion that unions are on balance beneficial for the economy and 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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Rural Labour Relations in India T.J. Byres,Karin Kapadia,Jens Lerche,2013-10-18 This volume is about the emerging development trajectories of rural labour relations in India based on studies from its regions and states Its overarching theme is the rural class conflict and the results of such conflict and the link between this and the nature and impact of state intervention Vigorous emancipatory processes are identified and the limitations of and contradictions inherent in such processes are examined Both powerful general trends and significant regional variations are distinguished 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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