

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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Labour Contracts and Labour Relations in Early Modern Central Japan Mary Louise Nagata,2004-11-23 Based on a collection of labour contracts and other documents this book examines the legal economic and social relations of labour as they developed in the commercial enterprises of Tokugawa Japan The urban focus is Kyoto the cultural capital and smallest of the three great cities of the Tokugawa period but the data comes from a wider region of commercial and castle towns and rural villages in central Japan *Taxmann's CRACKER for Management Accounting (Paper 12 | MA) - Covering Past Exam Questions & Detailed Answers | Tabular Summaries | CMA Intermediate | New Syllabus | Dec. 2025/June 2026 Exams* CA Tarun Agarwal,2025-07-02 This book is specifically designed to meet the requirements of the Intermediate Level Cost Management Accountancy Examination It includes past exam questions and detailed answers aligned with the latest ICMAI syllabus The Present Publication is the 5th Edition for the CMA Intermediate New Syllabus Dec 2025 June 2026 Exams This book is authored by CA Tarun Agarwal with the following noteworthy features Strictly as Per the New ICMAI Syllabus Ensures complete alignment with the latest requirements Content Coverage o Past Exam Questions including Chapter wise Solved Paper of June 2025 Tabular Summaries Provided at the beginning of each chapter for quick reference Marks Distribution Detailed chapter wise distribution from July 2023 onwards Previous Exam Trend Analysis covered from July 2023 ICMAI Study Material Comparison is provided chapter wise for a comprehensive understanding The contents of this book are as follows Introduction to Management Accounting Activity Based Costing Marginal Costing Applications of Marginal Costing in Short term Decision Making Transfer Pricing Standard Costing and Variance Analysis Forecasting Budgeting and Budgetary Control Divisional Performance Management Responsibility Accounting Decision Theory

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Universally Comprehensible, Arrogantly Local Wiebke Keim,2017-04-01 From the perspective of the international scholarly community under North Atlantic domination South Africa might look like a peripheral place of knowledge production In recent years a plethora of voices calling for

provincializing Europe for deconstructing Eurocentrism and for adopting post and decolonial perspectives have challenged such views They have partly transformed the academic landscape but have had limited success in challenging the fundamental global divides in production circulation and recognition of social scientific knowledge This book chooses a different take on the question of how North Atlantic domination could be challenged by conceptualizing counter hegemonic currents in international sociology Instead of providing theoretical and deconstructive critiques counter hegemonic currents are effective through collective social scientific practice the production of data knowledge and texts of new generations of scholars the interaction with extra university actors leading to the gradual emergence of integrated and productive scientific communities Their orientation towards local arenas of discussion and production of socially relevant research effectively reduces the belief in the hegemony of the North The historical development of South African labour studies is a case in point This study provides a systematic in depth analysis of research and teaching activities networks with extra academic actors and international cooperation over time in the three major Labour Studies centres Johannesburg Durban and Cape Town It draws on a rich variety of material including annual reports of research centres and labour service organizations teaching contents and exam questions the 1974 2003 volumes of the South African Labour Bulletin and newsletters of ISA Research Committee 44 on Labour Movements Qualitative analysis of four seminal books is used to assess their contribution to original general theory building In depth interviews with Labour Studies representatives complement the analysis of documents and literature by reconstructing the oral history of this scholarly community an indispensable source given that many debates could not appear in written form or had to be watered during the Apartheid years The study concludes that over time South African social scientists have generated knowledge on labour industry and trade unions that is universally comprehensible but arrogantly local

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Examining Practice, Interrogating Theory: Comparative Legal Studies in Asia Penelope Nicholson,Sarah Biddulph,2008-10-31 Legal transplantation and reform in the name of globalisation is central to the transformation of Asian legal systems The contributions to Examining Practice Interrogating Theory Comparative Legal Studies in Asia analyse particular legal changes in China Indonesia Malaysia Singapore Thailand Taiwan and Vietnam The contributions also concurrently critically analyse the utility of scholarly developments in comparative legal studies particularly discourse analysis regulatory theory legal pluralism and socio legal approaches in the study of Asian legal systems While these approaches are regularly invoked in the study of transforming European legal systems the debate of their relevance and explanatory capacity beyond the European context is recent By bringing together these diverse analytical tools and enabling a comparison of their insights through Asian empirical case studies this book makes an invaluable contribution to the debates concerning legal change and the methods by which it is analysed globally and within Asia

Graduate Programs in the Biological/Biomedical Sciences & Health-Related Medical Professions 2014 (Grad 3) Peterson's,2013-12-20 Peterson's Graduate Programs in the Biological Biomedical Sciences Health Related Medical Professions 2014 contains comprehensive profiles of nearly 6 800 graduate programs in disciplines such as allied health biological biomedical sciences biophysics cell molecular structural biology microbiological sciences neuroscience neurobiology nursing pharmacy pharmaceutical sciences physiology public health and more Up to date data collected through Peterson's Annual Survey of Graduate and Professional Institutions provides valuable information on degree offerings professional accreditation jointly offered degrees part time and evening weekend programs postbaccalaureate distance degrees faculty students requirements expenses financial support faculty research and unit head and application contact information There are helpful links to in depth descriptions about a specific graduate program or department faculty members and their research and more There are also valuable articles on financial assistance the graduate admissions process advice for international and minority students and facts about accreditation with a current list of accrediting agencies

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International Labour Documentation International Labour Organization. Central Library and Documentation Bureau,1996

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Official Gazette. English Edition Japan,1948

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The book delves into Labour Relations Npast Exam Papers. Labour Relations Npast Exam Papers is an essential topic that must be grasped by everyone, from students and scholars to the general public. This book will furnish comprehensive and in-depth insights into Labour Relations Npast Exam Papers, encompassing both the fundamentals and more intricate discussions.

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