

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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Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board, 2016-05

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Labor Relations United States. Congress. Senate. Committee on Labor and Public Welfare, 1949

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Reports of Cases Argued and Decided in the Supreme Court of the United States United States. Supreme Court, 1939 Complete with headnotes summaries of decisions statements of cases points and authorities of counsel annotations tables and parallel references

United States Reports United States. Supreme Court, 1938

National Labor Relations Board V. Tom's Supermarket, Inc ,1967

Decisions of the Federal Labor Relations Authority United States. Federal Labor Relations Authority, 2010-08

Cambridge University Examination Papers ,1893

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Federal Labor Laws Annotated United States, 1953

Decisions and Orders of the National Labor Relations Board, V. 353, September 8, 2008 Through April 20, 2009 National Labor Relations

Board, 2010-08-06 Includes the decisions and orders of the Board a table of cases and a cross reference index from the advance sheet numbers to the volume page numbers

American Steel Foundries V. National Labor Relations Board ,1946

National Labor Relations Act and Proposed Amendments United States. Congress. Senate. Committee on Education and Labor, 1939

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