

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 Relations Nquestion Paper 22

1. Understanding the eBook Labour Relations Nquestion Paper 22
 - The Rise of Digital Reading Labour Relations Nquestion Paper 22
 - Advantages of eBooks Over Traditional Books
2. Identifying Labour Relations Nquestion Paper 22
 - 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 Relations Nquestion Paper 22
 - User-Friendly Interface
4. Exploring eBook Recommendations from Labour Relations Nquestion Paper 22
 - Personalized Recommendations
 - Labour Relations Nquestion Paper 22 User Reviews and Ratings
 - Labour Relations Nquestion Paper 22 and Bestseller Lists
5. Accessing Labour Relations Nquestion Paper 22 Free and Paid eBooks
 - Labour Relations Nquestion Paper 22 Public Domain eBooks
 - Labour Relations Nquestion Paper 22 eBook Subscription Services
 - Labour Relations Nquestion Paper 22 Budget-Friendly Options
6. Navigating Labour Relations Nquestion Paper 22 eBook Formats

- ePub, PDF, MOBI, and More
- Labour Relations Nquestion Paper 22 Compatibility with Devices
- Labour Relations Nquestion Paper 22 Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Labour Relations Nquestion Paper 22
 - Highlighting and Note-Taking Labour Relations Nquestion Paper 22
 - Interactive Elements Labour Relations Nquestion Paper 22
- 8. Staying Engaged with Labour Relations Nquestion Paper 22
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Labour Relations Nquestion Paper 22
- 9. Balancing eBooks and Physical Books Labour Relations Nquestion Paper 22
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Labour Relations Nquestion Paper 22
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Labour Relations Nquestion Paper 22
 - Setting Reading Goals Labour Relations Nquestion Paper 22
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Labour Relations Nquestion Paper 22
 - Fact-Checking eBook Content of Labour Relations Nquestion Paper 22
 - 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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