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]
 - Critically analyse the differences between the "tripartite" and "multipartite" perspectives of the employment relationship.

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AW Chickering

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Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board, 2001 Decisions and Orders of the National Labor Relations Board, V. 328, April 7, 1999 Through August 31, 1999, Fort Wayne Corrugated Paper Company V. National Labor Relations Board ,1939 Wilson & Co., Inc. V. National **Labor Relations Board** .1941 Continental Distilling Sales V. National Labor Relations Board, 1964 and Refining Co. V. National Labor Relations Board ,1950 National Labor Relations Board V. Kearney & **Trecker Corporation**, 1956 Golay & Co., Inc. V. National Labor Relations Board, 1966 **National Labor Relations** Board V. Local Union No. 74, International Association of Marble, Slate and Stone Polishers, Rubbers and Sawyers, Tile and Marble Setters' Helpers, and Marble Mosaic and Terrazzo Workers' Helpers of the United States and Canada, AFL-CIO ,1972 National Labor Relations Board V. Paper Art Company, Inc ,1969 Camera Company V. National Labor Relations Board ,1982 **National Labor Relations Board V. Mercury Marine Division of Brunswick Corporation**, 1982 Multinationals, Unions, and Labor Relations in Industrialized Countries Robert F. Banks, Jack Stieber, 1977 Collection of conference papers on labour relations between multinational enterprises and trade unions in OECD countries discusses decision making collective bargaining problems caused by international contact between home and host countries and responses to these problems by the trade unions Statistical tables Conference held in East lansing 1974 November 10 to 13 National Labor Relations Board V. Shedd-Brown Mfg. Co .1953 Wausau Steel Corporation V. National Labor Relations Board, 1966 Labor Relations Reporter, 1944 Each binder has a distinctive title 1 Analysis news and background information 2 Labor management relations decisions of boards and courts 3 Labor arbitration and dispute settlements 4 4A State laws 5 Wage 6 6A Wage and hour manual 7 Fair employment practice 8 8A Fair employment practice manual 9 Individual employment rights 9A Individual employment rights manual 10 Americans with disabilities cases and Labor relations expediter v 12 pt 1 2 Master index National Labor Relations Board V. W. A. Jones Foudry & Machine Co ,1941 American Newspaper Publishers Association V. National Labor Relations Board ,1951 Palmers' Index to the Times Newspaper ,1906 **Journal of the Engineering Institute of Canada**, 1920 Vol 7 no 7 July 1924 contains papers prepared by Canadian engineers for the first World power conference July 1924

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

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