

**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]**

# Nlabour Relations Exam Papers

**Daniela Niemeyer**



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## **Table of Contents Nlabour Relations Exam Papers**

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

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