

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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Jo Carby-Hall, Lourdes Mella Méndez



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Industrial & Labor Relations Review ,1999 **Bulletin of the Public Affairs Information Service** Public Affairs Information Service,1922 **Labor Relations Reference Manual** ,1984 Vols 9 17 include decisions of the War Labor Board Resources in Education ,1984 **Industrial and Labor Relations Review** ,1980 *Printing* ,1914
Spectator [Philadelphia]. An American Review of Insurance ,1910 **The Ohio State Medical Journal** ,1910
The Spectator ,1910 **Labour Law and the Gig Economy** Jo Carby-Hall,Lourdes Mella Méndez,2020-03-24 This international book analyses the impact of digitisation in labour markets on labour relationships and also on labour processes The rapid progress of modern disruptive technologies and AIs and their multiple applications to each phase of the labour production system are changing the production rules on a global scale with significant impacts in every aspect of work As new technologies transform work patterns and change the type of jobs available destroying some while creating others and even the nature of the tasks performed numerous legal problems arise which are challenging to legislators and legal scholars who need to find appropriate solutions to them Considering the labour law issues which have been created by technological developments and currently affect the work of millions worldwide this book highlights the full scope of these issues suggesting solutions to emerging problems and ways to mitigate the risks brought about through technological advancement Approaching the present debate with perspectives on legal problems with expertise from a wide range of different countries this book presents informed and scholarly studies which answer the challenges that new technologies present in labour markets private lives and labour processes *PAIS Bulletin* ,1915

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