UNIVERSITY OF FORT HARE

FACULTY OF SOCIAL SCIENCES AND HUMANITIES

DEPARTMENT OF SOCIOLOGY

SUPPLEMENTARY EXAMINATION

JANUARY

2019

SIR322

INDUSTRIAL RELATIONS IN SOUTH AFRICA

TIME: 3 HOURS

MARKS: 100

THIS QUESTION PAPER CONSISTS OF 2 PAGES

INSTRUCTION: ANSWER THREE (3) QUESTIONS ONLY.

INTERNAL EXAMINER: Ms. N. MYALUZA-MASINA

EXTERNAL EXAMINER: Prof. P. CUNNINGHAM
Question 1

Explain the meaning of the term “industrial action” by referring to various types of industrial action that can be undertaken by both management and workers. (33½)

Question 2

Discuss in detail various grievance procedures to be followed in investigating a grievance and their role in promoting industrial peace. (33½)

Question 3

Discuss the role of collective bargaining in industrial relations. In your answer, you should also discuss the importance of collective bargaining, the bargaining process and bargaining styles as means of promoting harmony between management and workers. (33½)

Question 4

Compare and contrast the Pluralist approach to industrial relations and the Unitarist approach to industrial relations. (33½)