

UNIVERSITY OF FORT HARE

FACULTY OF SOCIAL SCIENCES AND HUMANITIES

DEPARTMENT OF SOCIOLOGY

HONOURS - OCTOBER/NOVEMBER EXAMINATION 2018

SOC523

INDUSTRIAL SOCIOLOGY

TIME : 3 HOURS

MARKS : 100

INSTRUCTIONS: ANSWER THREE (3) QUESTIONS ONLY.

THIS QUESTION PAPER CONSISTS OF 3 PAGES

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Question 1

Richard Sennet's "*The Corrosion of Character*" interrogates what is known as "flexible capitalism" – a euphemistic phrase often used to describe a situation in which workers at all levels are regarded as wholly disposable - ceasing to think in terms of any long-term relationship with the organizations they work for. Discuss the central tenets of Sennet's thesis that there has been a drift from permanent forms of employment to short-term work that is characterized by routinization and flexibility. (33 1/3)

Question 2

Jeremy Rifkin argues that the global economy is undergoing a fundamental transformation in the nature of work that will reshape civilization in the future. Sophisticated computers, robotics telecommunications, and other Information Age technologies are fast replacing human beings in virtually every sector of the industry. Near-workerless factories and virtual companies loom on the horizon. Critically examine the main elements of Rifkin's argument about the "end of work". (33 1/3)

Question 3

Affirmative action refers to policies and practices aimed at redressing social, economic, and educational imbalances or inequalities arising out of unfair discrimination. Critically discuss arguments in favour of introducing programmes of affirmative action and argument often put forward in opposition to affirmative action. 33 1/3

Question 4

Discuss the Employment Equity Amendment Act, (No 47 of 2013) as an instrument to achieve employment equity. 33 1/3

Question 5

The Labour Relations Amendment Act (no 6 of 2014) protects the rights of employees and employers. It also covers for orderly negotiations and conflict resolution systems. Discuss in detail the rights of both the employees and employers covered by the Act and the conflict resolution institutions. 33 1/3

THE END!