UNIVERSITY OF FORT HARE

EAST LONDON CAMPUS

ILP221E

DEGREE EXAMINATIONS

NOVEMBER EXAMINATION 2019

LABOUR PROCESS STUDIES

Time: 3 Hours
100

Subject: Labour Process Studies

This paper consists of 2 pages including the cover page

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Instructions:

ANSWER ANY THREE (3) QUESTIONS
ALL QUESTIONS ARE EQUAL IN VALUE

Please remember that it is in your interest to write legibly
1. Abraham Maslow’s hierarchy of needs attempts to delineate the order of basic human needs. Using Maslow’s table of human needs, describe and explain how paid work or a salary from a job is important for addressing or meeting any of the needs from Maslow’s table.

2. Under colonialism and apartheid, the state played a repressive and violent role against mainly black workers, in your essay, discuss the role being played by the state in South Africa’s industrial relations today.

3. Past employer in South Africa implemented and benefitted from the cheap labour system known as the migrant labour system, in your essay the role being played by capital or employers in South Africa’s industrial relations today.

4. Discuss how HIV/AIDS, low wages paid to many South African workers, labour brokers and alienation constitute key challenges for work and workers in South Africa?

5. Frederick Hertzberg’s two-stage theory concentrates on the internal job factors that motivate or demotivate workers in a work environment. Please provide two factors identified by Hertzberg as motivating factors and discuss how these factors motivate workers. Then provide two sets of factors identified as likely to cause demotivation in a work environment and how they result in or cause demotivation.

6. Discuss in detail the role that COSATU as South Africa’s largest worker’s organisation is playing promoting the rights and interests of workers in the workplace and in society.

END OF EXAMINATION PAPER