

**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)