

# UNIVERSITY OF FORT HARE

## EAST LONDON CAMPUS

**ILP221E**

**DEGREE EXAMINATIONS**

**NOVEMBER EXAMINATION 2019**

**LABOUR PROCESS STUDIES**

Time: 3 Hours  
100

Marks:

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 Herzberg'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 Herzberg 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**