

UNIVERSITY OF FORT HARE

**INTRODUCTION TO LABOUR RELATIONS AND
LEGISLATION**

HRM 216

DEGREE - EXAMINATION

JUNE 2023

Time: 3 HOURS
Subject: LABOUR RELATIONS
Marks: 100

**This paper consists of 4 pages including the cover
page**

Internal Examiners

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External Examiners

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INSTRUCTIONS

- 1) CLEAN CLEAR HANDWRITING PLEASE**
 - 2) CLEARLY NUMBER YOUR ANSWERS**
 - 3) If you used additional paper, please ensure that your student number is included on the document**
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1) Please indicate the correctness of the following statements by marking the appropriate block (yes/true) and (no/not true/false)

(31)

QUESTION / STATEMENT	Yes / True	No / False
1) A union can represent employees in an organization, if there are less than 10 people working in the organization		
2) Capitalism does not "alienate" workers from the final product of their labour		
3) Full-time shop stewards are paid by the union		
4) In South Africa, Child labour is a major issue and thus the LRA, states the minimum age for employment of a child as 18 years of age		
5) Labour relations has its origins in the Communist Revolutionary Area		
6) One of the primary goals of NEPAD, is to "improve" the development of Labour Relations, in the global and international market		
7) Shop stewards are elected by the Senior Officials of the union		
8) The "Executive", which forms part of the role of the State, is responsible for the interpretation of laws developed by the Judiciary		
9) The "Judiciary", which forms part of the role of the State, is responsible for formulating and executing labour policy and strategies		
10) The "MACRO environment", in the Labour Relationship, refers to nature (how it is made up) of the workforce and its impact within the organization		
11) The "power" within a labour relationship, can be defined as "the ability to replace (terminate) any employee		
12) The aspect of "representation" does not play a crucial role in labour relations		
13) The Broad Based Black Economic Empowerment Act (BBBEE) includes the economic empowerment of previous disadvantaged black people		
14) The Definition of an employer is defined as "a person or state who pays an employee's salary"		
15) The Labour Relations act (66 of 1995) did not replace the Public Service Act		
16) Unions may not conclude closed shop agreements with an employer		

QUESTION / STATEMENT	Yes / True	No / False
17) A collective agreement between employers and employees, also bind employees who are not members of the registered trade union		
18) A Labour Union, is defined as an organization whose members consists of employees, which seeks to organize and represent their interest		
19) A major source of conflict in the labour relationship, stems from an inherent divergence of roles		
20) According to Hutt (1998:94), employers can be exploited by workers in the labour relations relationship		
21) Carl Marx believed Capitalism alienates workers from the final product of their labours.		
22) Closed shop agreements, eliminate the aspect of "free-riding" by employees		
23) Duress occurs when a threat of imminent harm is used to induce a party to a contract		
24) Effective Labour relations depends on positive communication		
25) FEDUSA is regarded as one of the major national trade federations in South Africa		
26) Labour Relations is seen as an area for conflict and conflict management		
27) Labour Relations occur within a particular social, economic, and political framework		
28) NEDLAC, strives to promote the goals of economic growth, participation in economic decision making and social equity		
29) People join unions to fulfill their psychological needs		
30) Shareholders, as owners of a company, have very little to do with the daily running of a business		
31) The "Legislature", which forms part of the role of the State, is responsible for the governance of the employment relationship		

Please answer the following additional question/s, as well.....

<p>1. Please list and discuss the <u>3</u> major theories of Labour Relations (1 mark for list + 1 mark for discuss)</p>	(8)
<p>2. Please list the <u>12</u> factors used by the court in “Avbob and Smit” (Mureinik 1980:290-291) to determine if a person is an employee or an independent contractor</p>	(12)
<p>3. Labour unions use various methods in their attempt to try and obtain maximum benefits for their members. Please list and discuss the methods used by unions, to achieve objectives. (1 mark for list + 1 mark for discuss)</p>	(16)
<p>4. When employing a new worker, there are other costs than just the employment (wage) cost. Please list and discuss (explain) these <u>4</u> cost factors. (1 mark for list + 1 mark for discuss)</p>	(8)
<p>5. Within an organization, one must understand the difference between conflict and disputes. Conflict is confined within organization and when conflict remains unresolved, it becomes a dispute. Please list the <u>8</u> aspects that can be seen as Typical issues that may arise if the organization fails to adhere to....</p>	(8)
<p>6. Worker participation covers a wide range of strategies. Please list and explain the 6 forms (types) of worker participation. (1 mark for list + 1 mark for discuss)</p>	(12)
<p>7. Negotiation is a central part in the conflict resolution process. Please list the <u>9</u> steps involved in the worker negotiation process</p>	(13)

TOTAL (31 + 12 + 16 + 8 + 8 + 12 + 13) =

(100)

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