

UNIVERSITY OF FORT HARE

ADVANCED INDUSTRIAL RELATIONS

IPS 513

HONORES DEGREE

JUNE 2023

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Time: 3 HOURS

Subject: ADVANCED INDUSTRIAL RELATIONS

Marks: 100

This paper consists of 5 pages including the cover page

Internal Examiners

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External Examiners

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INSTRUCTIONS

- 1) Please number the answers clearly as well please
- 2) If you used additional paper, please ensure that your student number is included on the document

PLEASE NOTE THAT THIS PAPER CONTAINS 2 SECTIONS

(5 QUESTIONS IN TOTAL)

Please answer the following “short” sections from covering various labour relations aspects

1) Please “DEFINE”, explain what the following terms or principles mean (25)

STATEMENT	
1.1. In the constitution, in Section 11, it talks of “Life” What does it mean?	(2)
1.2. In the constitution, in Section 26, it talks of “Housing” What does it mean?	(3)
1.3. Sec 23 of constitution gives “RIGHTS”. What are the <u>6</u> rights which people have.	(6)
1.4. In the constitution, in Section 12, it talks of “Security of person” ... What does it mean? Please refer to the following items, specifically...	(12)
1.4.1. The Section sets out the rights contained under this provision, which include (4)	
1.4.2. The Section also stipulates the freedom from.... (1)	
1.4.3. Includes the right not to be....(3)	
1.4.4. Reproductive rights...(2)	
1.4.5. bodily and psychological integrity...(2)	
1.5. Please explain the following concepts:	
1.5.1. <u>In Limine</u> , a CCMA process	(1)
1.5.2. <u>Con-Arb</u> , a CCMA process	(1)

Please answer the following “LONG” section covering various labour relations aspects

2. <u>Negotiation</u> is an integral part of “resolving” disputes and disagreement within the organization			
2.1. Please discuss the typical strategies, which can be followed, using the following guidelines:			
2.1.1. Distributive bargaining	(2)	(9)	(21)
2.1.2. Integrative bargaining	(2)		
2.1.3. Intra-organizational bargaining	(3)		
2.1.4. Attitudinal structuring and building relationships	(2)		
2.2. Internal factors which have an impact on negotiations			
2.2.1. Bargaining power	(4)	(14)	
2.2.2. Legitimate power	(2)		
2.2.3. Referent power	(2)		
2.2.4. Expert power	(2)		
2.2.5. Coercive power	(2)		
2.2.6. Reward power	(2)		

3. COLLECTIVE BARGAINING is an essential element in the Labour Relationship environment and is one of the most important, if not the most important element in resolving conflict. Please discuss Collective Bargaining along the following guideline.				
3.1. Organizational rights				
3.1.1. Sufficient representation	(2)			
3.1.2. Majority representation	(4)			
3.1.3. 30% membership	(1)			
3.1.4. Trade union access to the workplace	(6)	(26)		(25)
3.1.5. Deduction of union dues	(4)			
3.1.6. Trade union representatives and specifically...the duties of shopsteward	(5)			
3.1.7. Leave for trade union activities	(3)			

4. WORKER PARTICIPATION , is defined as “a style of management that allows employees, either individually or collectively, to participate meaningfully in and contribute to the decision making and running of the organization”, is not an innovation.				
4.1. The 3 Objectives of worker participation (list + describe/explain)				
4.1.1. Ethical or moral objectives	(3)			
4.1.2. Socio-political objectives	(2)	(8)		
4.1.3. Economic objectives	(3)			(20)
4.2. The 6 Forms of worker participation				
4.2.1. Consultation	(2)			
4.2.2. Collective bargaining	(2)	(12)		
4.2.3. Joint decision making	(2)			

4.2.4. Co-management	(2)		
4.2.5. Self-management	(2)		
4.2.6. Financial participation	(2)		

5. It is important to differentiate between conflict and disputes, as conflict is confined within organization, whereas If conflict remains unresolved, it becomes a dispute, it can be based on a dispute of a right or interest. Employers constantly strive to find new ways of minimizing disputes in the process of <u>DISPUTE RESOLUTION</u>.		(9)
5.1. Please list and describe the various methods that can be used as a tool (method) in order to minimize disputes within an organization.		(9)

TOTAL

(100)

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