

UNIVERSITY OF FORT HARE

EAST LONDON CAMPUS

IDS522E

DEGREE EXAMINATIONS

NOVEMBER 2019

INDUSTRIAL RELATIONS

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Time: 3 Hours

Marks: 100

Subject: INDUSTRIAL RELATIONS

This paper consists of 3 pages including the cover page

Internal Examiner:

Dr. Francis Sibanda

External Examiner:

Dr. Luke Sinwell

Instructions:

Answer any THREE questions

ALL QUESTIONS ARE EQUAL IN VALUE (100 %)

Please remember that it is in your interest to write legibly

Section A

1. What is Industrial Relations? To what extent can industrial relations in South Africa be described as “adversarial or “cooperative”? How can a more cooperative model be forged?
2. What are the main features of public sector and private sector collective bargaining in South Africa?
3. Outline and discuss the various factors that enhance or impede collective bargaining.

Section B

4. What are the main theoretical explanations for the frequency, extent and variations in strike activities?
5. How does the growing phenomenon of casualization, internships and other forms of precarious employment relate to the debate about the weakening of trade unions in South Africa? Discuss this in relation to David Macdonald’s (1997) concepts of ‘individualisation’ and ‘decollectivisation’ of the workplace.
6. Evaluate the pay disparity debate (executive pay versus that of rank-and-file employees) in relation to South Africa, and discuss its assumed role in industrial conflict.

******END OF PAPER******