

UNIVERSITY OF FORT HARE

LABOUR RELATIONS

IPS 212

DEGREE - SUPPLEMENTARY AGGROTAT EXAMINATION PAPER

NOVEMBER 2018

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Time: 3 HOURS
Subject: LABOUR RELATIONS
Marks: 100

This paper consists of 4 pages including the cover page

Internal Examiners

External Examiners

INSTRUCTIONS

- 1) **CLEAN CLEAR HANDWRITING PLEASE – I CANNOT MARK IT, IF I CANNOT READ IT!**
- 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) (30)**

QUESTION / STATEMENT	Yes / True	No / False
1) Labour Relations is seen as an area for conflict and conflict management		
2) Labour relations has it's origins in the Communist Revolutionary Area		
3) The concept of "mass production" relied extensively on the division of labour		
4) Capitalism does not "alienates" workers from the final product of their labour		
5) The "Pluralist approach", presupposes that organizations are multifaceted		
6) Establishing representation is not central to establishing a trade union		
7) Shareholders, as owners of a company, have very little to do with the daily running of a business		
8) A union is regarded as having sufficient representation, when they have 20% of the employees registered as members		
9) An Industrial union is also referred to as a sectorial trade union		
10) COSATU is not regarded as one of the national trade federations in South Africa		
11) One of the primary reason for joining a union, is the need of workers to socialization		
12) The effect Globalization was seen as the cause for a decline in competitiveness		
13) Unions use benefit funds, in order to achieve their objectives		
14) Shop stewards are elected by the Senior Officials of the union		
15) Wage flexibility refers to the ability of the market to respond to supply conditions of labour		
16) A union can represent employees in an organization, if there are less than 10 people working in the organization		
17) Any labour market, where the labour market is perceived to be inefficient or over-controlled, is called a grey market or black market		
18) Shop Stewards, do not remain an employee, once they are elected as a union official		
19) Affiliation is a method used by unions to achieve their objectives		
20) The Control test (When determining if a person is regarded as an employee), tests whether the employer is able to determine when the work must be conducted		

QUESTION / STATEMENT	Yes / True	No / False
21) People join unions in order to fulfill their Psychological needs		
22) The duties of a shop steward includes the analysis of the company financial information		

Please answer the following additional question/s

2. What are 11 of the major duties of a shop steward within an organization or union	(11)
3. List the 5 MICRO elements , which have an impact on the labour relations environment within South Africa (1 mark for list).	(5)
4. NEDLAC's objectives are set out in the National Economic and Development and Labour council Act 35 of 1994. Please THE 5 objectives OF NEDLAC?	(5)
5. Labour Relations in Africa face major challenges. What are 7 of general Labour Relations challenges facing Africa? (1 mark for list + 1 mark for explain/discuss)	(14)
6. There are several reasons why workers may choose to join a trade union. Please list and describe the 7 major reasons why a person might decide to join a trade union? (1 mark for list + 1 mark for explain/discuss)	(14)
7. Labour unions MUST use various methods in order to achieve their objectives. What are the 8 major methods used by unions? (1 mark for list + 1 mark for explain/discuss)	(16)
8. Economists have traditionally identified various types of unemployment. Please list the 5 types of unemployment.	(5)

TOTAL

(100)

(11+5+5+14+14+16+5)

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