

**UNIVERSITY OF FORT HARE
EAST LONDON CAMPUS**

IIR323E

**INDUSTRIAL RELATIONS IN SOUTH AFRICA
MAIN DEGREE EXAMINATIONS
OCTOBER/NOVEMBER 2019**

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Time: 3 Hours

Marks: 100

Subject: Industrial Relations in South Africa

This paper consists of 2 pages including the cover page

Internal Examiner:
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Instructions:

ANSWER THREE (3) QUESTIONS

ALL QUESTIONS ARE OF EQUAL VALUE

Please remember that it is in your interest to write legibly

ANSWER THREE (3) QUESTIONS

1. Industrial Relations is both a science and a practice. Discuss this statement, using appropriate examples.
2. With relevant examples, discuss at least three (3) “organizational” and three (3) “systemic” factors that impact on the effectiveness of collective bargaining. To what extent do these factors apply to collective bargaining in South Africa?
3. Using relevant examples from the South African context, compare and contrast the main assumptions, strengths and weaknesses of any three theories of industrial relations taught in this course. Your discussion must highlight, among other things, how the three theories view the role of management and that of labour unions.
4. Unitary theory and Pluralist theory make dissimilar assumptions about workplace conflict and trade unionism. Critically discuss these assumptions.
5. Outline and discuss the main assumptions of the “agitator theory” of industrial strikes. How would you apply this “theory” to some of the labour strikes witnessed in South Africa in recent years?
6. Answer the following questions: (a) What is the role of the state in the employment relationship? (b) How does the role of the state compare with that of management? Your answer must contain good examples of how the state intervenes in labour matters.

END OF EXAMINATION PAPER