



UNIVERSITY OF JOHANNESBURG
UNIVERSITEIT VAN JOHANNESBURG

FACULTY OF MANAGEMENT
FAKULTEIT BESTUUR

DEPARTMENT OF INDUSTRIAL PSYCHOLOGY AND
PEOPLE MANAGEMENT
DEPARTEMENT BEDRYFSIELKUNDE EN MENSBESTUUR

MAIN EXAMINATION PAPER HOOFEKSAMENVRAESTEL

SUBJECT:	Human Resource Management 3A
VAK:	Menslikehulpbronbestuur 3A
COURSE CODE:	MHB3A01/ HRM13A3
KURSUSKODE:	MHB3A01/ HRM13A3
DATE:	13 June 2014
DATUM:	13 Junie 2014
DURATION:	3 Hours
DUUR:	3 Ure
WEIGHT:	50 Semester Mark / 50 Examination Mark
GEWIG:	50 semesterpunt / 50 eksamenpunt
TOTAL MARKS:	100
TOTALE PUNTE:	100
EXAMINERS:	Suzette Clark
EKSAMINATORE:	Ivan Meyer
MODERATOR:	Mrs Monica Kirsten (UNISA))
NUMBER OF PAGES:	2 (Two) pages (including this page)
GETAL BLADSYE:	2 (Twee) bladsye (hierdie bladsy ingesluit)

INSTRUCTIONS TO CANDIDATES / INSTRUKSIES AAN KANDIDATE:

- Question papers must be handed in. / *Vraestelle moet ingedien word.*
- This is a closed book assessment. / *Dit is 'n toeboekassessering.*
- Read the questions carefully and answer only what is asked. / *Lees die vrae aandagtig en beantwoord slegs wat gevra word.*
- Number your answers clearly. / *Nommer jou antwoorde duidelik.*
- Write neatly and legibly. / *Skryf netjies en leesbaar.*
- **Structure your answers by using appropriate headings and sub-headings. / *Struktureer jou antwoorde deur toepaslike opskrifte en onderopskrifte te gebruik.***
- Your paper consists of 2 sections, A and B. / *Jou vraestel bestaan uit 2 afdelings (A en B).*
- Answer **ONE** question in Section A. / *Beantwoord **EEN** vraag in Afdeling A.*
- Answer **TWO** questions in Section B. / *Beantwoord **TWEE** vrae in Afdeling B.*
- University of Johannesburg policies, procedures and rules pertaining to written assessments apply to this assessment. / *Die beleide, prosedures en reëls van die Universiteit van Johannesburg met betrekking tot skriftelike assessering is op hierdie assessering van toepassing.*

SECTION A / AFDELING A.....50 marks/punte

Answer A1 or A2 / Beantwoord A1 of A2

A1. Analyse and critically discuss the **challenges** in managing employment relations.

*Analiseer en bespreek krities die **uitdagings** om diensverhoudinge te bestuur.*

Or / Of

A2. Discuss the **role players** in the employment relations system and analyse the challenges facing them.

*Bespreek die **rolspelers** in die diensverhoudinge-sisteem en analiseer die uitdagings wat hulle in die gesig staar.*

SECTION B / AFDELING B.....25 marks for each question/punte for elke vraag

Answer two of the following three questions / Beantwoord twee van die volgende drie vrae

B1. Discuss how Management can give effect to the objective of the Labour Relations Act (66/1995 as amended) with regard to **employee participation** in decision making in the workplace.

*Bespreek hoe Bestuur uitvoering kan gee aan die doel van die Wet op Arbeidsverhoudinge (66/1995 soos gewysig) met betrekking tot **werknemer-deelname** in die werksplek.*

B2. Critically analyse the **approaches** to and **structures** for **collective bargaining**.

*Analiseer krities die **benaderings** tot en **strukture** vir **kollektiewe bedinging**.*

B3. Critically discuss the following statement: "Employment relations **policies and practices** that are fair and equitable, will enhance organisational performance".

*Bespreek krities die volgende stelling: "Diensverhoudinge- **beleide en -praktyke** wat billik en regverdig is, sal organisasie-prestasie verhoog".*

Total: 100 marks / Totaal: 100 punte

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End of paper / Einde van vraestel