



COLLEGE OF BUSINESS AND ECONOMICS
DEPARTMENT OF BUSINESS MANAGEMENT
SUPPLEMENTARY WRITTEN ASSESSMENT

SUBJECT: LABOUR RELATIONS
CODE: HC1LREL
DATE: 06 January 2020
TIME ALLOWED: 120 Minutes
TOTAL MARKS: 100

ASSESSOR: Dr C Diniso
MODERATOR: Dr J le Roux
NUMBER OF PAGES: 9

INSTRUCTIONS:

- This is a closed-book assessment.
 - Question papers must be handed in together with your answer books.
 - Read the questions carefully and answer only what is asked.
 - Answer all the questions:
 - Answer **section A** at the back of your answer book on the multiple choice answer sheet.
 - Answer **section B** in the answer book.
 - Number your answers clearly.
 - Write neatly and legibly on both sides of the paper in the answer book, starting on the first page.
 - Structure your answers by using appropriate headings and subheadings.
 - The general University of Johannesburg policies, procedures and rules pertaining to written assessments apply to this assessment.
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SECTION A

[20 MARKS]

QUESTION 1

The _____ perspective enables employees and leaders/managers to collaborate together in pursuit of a common vision.

- A unitarist
- B pluralist
- C radical
- D corporatism and concertation

QUESTION 2

The _____ perspective acknowledges that the working environment is typified by diverse ideologies between employer, trade unions and employees.

- A unitarist
- B pluralist
- C radical
- D corporatism and concertation

QUESTION 3

It is important that employees perceive the employer as fair to all employees in terms of promotions, salaries, and bonuses. Therefore, distributive justice means:

- A perceived fairness, consistency, ethicality in applying organisational processes
- B that the employee must be rewarded in line with his/her contribution
- C that employees perceive the treatment of other employees can also affect employees' morale.

QUESTION 4

It is important that employees perceive the employer as fair to all employees in terms of promotions, salaries, and bonuses. Therefore, procedural justice means:

- A perceived fairness, consistency, ethicality in applying organisational processes
- B that the employee must be rewarded in line with his/her contribution
- C that employees perceive the treatment of other employees can also affect employees' morale.

QUESTION 5

It is important that employees perceive the employer as fair to all employees in terms of promotions, salaries, and bonuses. Therefore, interpersonal justice means:

- A perceived fairness, consistency, ethicality in applying organisational processes
- B that the employee must be rewarded in line with his/her contribution
- C that employees perceive the treatment of other employees can also affect employees' morale.

QUESTION 6

A leader who works with relevant stakeholders to find an amicable solution to a conflict adopts the _____ style.

- A negotiating
- B avoiding
- C collaborating
- D forcing

QUESTION 7

The type of power associated with leaders who are highly qualified, competent, and knowledgeable is:

- A Expert
- B Referent
- C Legitimate
- D Information

QUESTION 8

The _____ Act protects employees against injuries or diseases sustained on contracted in the workplace.

- A Compensation for Occupational Injuries and Diseases
- B Occupational Health and Safety
- C Basic Conditions of Employment
- D Labour Relations

QUESTION 9

Structures such as Bargaining Council for the Furniture Manufacturing Industry, Bargaining Council for the Restaurant, Catering and Allied Trades and Bargaining Council for the Fishing Industry are typical examples of:

- A Statutory Councils
- B Bargaining councils
- C Labour Appeal Court
- D Labour Courts

QUESTION 10

The process of a private person to encourage the implicated parties (e.g. employer and employee) to find an amicable solution to resolve is known as:

- A Conciliation
- B Mediation
- C Arbitration

QUESTION 11

The process of attempting everything possible to get affected parties to agree on a settlement is known as:

- A Conciliation
- B Mediation
- C Arbitration

QUESTION 12

The process of conducting a hearing, listening to all versions of the story, evaluating the evidence presented and based on the facts on his/her disposal, make a final and legally binding decision is known as:

- A Conciliation
- B Mediation
- C Arbitration

QUESTION 13

When courts of law generally deal with disputes, this type of arbitration is known as:

- A Judicial arbitration
- B Interest arbitration
- C Conventional arbitration
- D Pendulum arbitration

QUESTION 14

When disputes are dealt with in the collective bargaining forums, this type of arbitration is known as:

- A Judicial arbitration
- B Interest arbitration
- C Conventional arbitration
- D Pendulum arbitration

QUESTION 15

When the appointed arbitrator makes a decision about the settlement, this type of arbitration is known as:

- A Judicial arbitration
- B Interest arbitration
- C Conventional arbitration
- D Pendulum arbitration

QUESTION 16

When the Arbitrator proposes a comprehensive final solution/settlement, this type of arbitration is known as:

- A Judicial arbitration
- B Interest arbitration
- C Conventional arbitration
- D Pendulum arbitration

QUESTION 17

In the retrenchment process, when an employer affords affected parties an opportunity to plead their case, this is known as:

- A Representation
- B Consultation and disclosure of information
- C Aftercare
- D Retrenchment alternatives

QUESTION 18

In the retrenchment process, when an employer engages employees and trade unions about the plan to retrench, this is known as:

- A Representation
- B Consultation and disclosure of information
- C Aftercare
- D Retrenchment alternatives

QUESTION 19

In the retrenchment process, when an employer support employees about what needs to be done after being retrenched, this is known as:

- A Representation
- B Consultation and disclosure of information
- C Aftercare
- D Retrenchment alternatives

QUESTION 20

In the retrenchment process, when an employer suggests options such as less working time and overtime pay to employees, this is known as:

- A Representation
- B Consultation and disclosure of information
- C Aftercare
- D Retrenchment alternatives

SECTION B

[80 MARKS]

QUESTION 1

[20 MARKS]

- 1.1 **Define** the Labour Relations concept. (2)
- 1.2 **List and explain** four perspectives of managing employment relations. (8)
- 1.3 **Describe** two forms of Personal power and any three forms of Positional power. (10)

QUESTION 2

[20 MARKS]

- 2.1 **List and explain** the purpose of any five collective bargaining structures. (10)
- 2.2 **List and explain** five key factors that underpin collective bargaining. (10)

QUESTION 3

[40 MARKS]

- 3.1 **List and discuss** five reasons why organisations retrench. (10)
- 3.2 **List** any five Labour Relations Acts applicable in South Africa. (5)
- 3.3 **Draw** the steps involved in the grievance procedure process. (25)

END OF ASSESSMENT