



<b>FACULTY/COLLEGE</b>	College of Business and Economics
<b>SCHOOL</b>	Johannesburg Business School
<b>DEPARTMENT</b>	Industrial Psychology and People Management
<b>CAMPUS(ES)</b>	Kingsway Campus
<b>MODULE NAME</b>	Employment Relations
<b>MODULE CODE</b>	HRM8X09
<b>SEMESTER</b>	Second
<b>ASSESSMENT OPPORTUNITY, MONTH AND YEAR</b>	SSAO – Supplementary Summative Assessment Opportunity January 2020

<b>ASSESSMENT DATE</b>	January 2020	<b>SESSION</b>	TBA
<b>ASSESSOR(S)</b>	Mr W de Beer		
<b>MODERATOR(S)</b>	Prof SA Coetzee		
<b>DURATION</b>	3 Hour	<b>TOTAL MARKS</b>	100

<b>NUMBER OF PAGES OF QUESTION PAPER (Including cover page)</b>	2
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### INFORMATION/INSTRUCTIONS:

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- All questions are compulsory.
  - Question papers must be handed in.
  - This is a closed book assessment.
  - Read the questions carefully and answer only what is asked.
  - Please take note of the **allocation of marks**
  - Number your answers clearly.
  - Write neatly and legibly.
  - Structure your answers by using appropriate headings and sub-headings.
  - The general University of Johannesburg policies, procedures and rules pertaining to written assessments apply to this assessment.
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### **Question 1**

Differentiate between bargaining units and bargaining levels. (14)

### **Question 2**

2.1) Explain the difference between a dismissal on notice and a summary dismissal. (3)

2.2) Name all types of dismissals in terms of Section 186 of the Labour Relations Act. (20)

2.3) List fifteen (15) forms of misconduct that are regarded as serious enough to warrant dismissal in terms of the Code of Good practice (Schedule 8, LRA). (15)

2.4) Explain under which circumstances will suspension pending a disciplinary enquiry, be justifiable. (5)

2.5) Explain what a chairperson should consider in mitigation in the conclusion of a disciplinary hearing. (14)

### **Question 3**

Discuss the role of a conflict facilitator in context of strike management. (6)

### **Question 4**

Dismissal for operational reasons should be a fair and considered decision.

4.1 Discuss the requirement for consultation that must be met before employees can be retrenched. (2)

4.2 List the alternatives to dismissal that employers must consider. (8)

### **Question 5**

Describe and explain the signs of conflict escalation in the context of labour conflict. To ensure the validity of your answer, you may use “Anstey” model. (13)

**Paper Total: 100 marks**