

**IOP3704**

October/November 2016

**EMPLOYMENT RELATIONS**

Duration 2 Hours

80 Marks

**EXAMINERS**

FIRST

MR KP MOALUSI

MR EM MOERANE

SECOND

PROF N HARRY

EXTERNAL

PROF JJ DE BEER

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**Closed book examination**

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**This examination question paper consists of 2 pages.**

[TURN OVER]

**SECTION A**

Answer **any TWO** questions from this section. Each question is worth 25 marks

**QUESTION 1**

Critically discuss the role of the State, Lonmin management and the unions during the August 2012 Marikana massacre [25]

**QUESTION 2**

Critically discuss the concept of principled negotiation as the key to successful collective bargaining [25]

**QUESTION 3**

Discuss the various types of strikes and reasons for strikes that are evident in the labour relations context [25]

**Sub-total. [50]**

**SECTION B**

Answer **any three** questions in this section. Each question is worth 10 marks

**QUESTION 4**

Discuss the escalation of dispute resolution in the workplace (10)

**QUESTION 5**

Discuss the challenges that cause the role of industrial psychology to be neglected within labour relations (10)

**QUESTION 6**

Discuss persuasive communication as the basic skill in the negotiation process (10)

**QUESTION 7**

Discuss an industrial psychological approach to labour relations, including outcomes and feedback from labour relations perspective (10)

**Sub-total. [30]**

**TOTAL. [80]**