
2.4

Exploring Business

Rights and Responsibilities (Employees & Employers)

Learning Outcome Notes

LO 2.4 - Distinguish between the rights and responsibilities of employer and employee from a legal, social, environmental and ethical perspective.

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Past Exam Questions and Answers

NOTE - Very Important

It is very important when answering exams question that you use the following steps -

1. That you know the information for the learning outcome
2. That you understand the information form the learning outcome
3. That you can apply the information from the learning outcome to the question
4. Be able to give at least two full sentences for your answer (Fill up the space)

Questions are changing from rote learning to applying the knowledge to the question

QUESTIONS

2022 - Question 16 - Part a

(a) Lohan Ltd, a large fashion retailer, recently closed its stores and moved all its business to online only, leaving employees without jobs or redundancy packages. This has led to a bitter industrial dispute between the business and its former employees.

(i) Explain the term Industrial Relations

(ii) Use your knowledge of industrial relations to match the following sentences to the correct terms by placing a tick (✓) in the box.

	Shop Steward	Labour Court	Trade Union
An Organisation that represents workers and protects their rights			
An employee selected by workers to represent them in dealing with the employer			
It investigates disputes and recommends a solution in a process known as arbitration			

(iii) If employer / employee relations breakdown, industrial action may be taken by employees. Explain two types of industrial action that employees may take.

1.
2.

2019 - Question 18 - Part a (iii)

(a) Mary and her husband John live in Lanesboro, Co. Longford. Mary is a pilot with Ryanair. Her husband John is currently unemployed but volunteers in the local community.

(iii) Mary enjoys her job with Ryanair but is concerned about industrial relations issues

Ryanair pilots strikes see hundreds of flights cancelled.

The Irish times, August 2018

Outline two rights and two responsibilities Ryanair has as an employer.

Rights as an employer

1.
2.

Responsibilities as an employer

1.
2.

SUGGESTED SOLUTIONS

2022 - Question 16 - Part a

(a) Lohan Ltd, a large fashion retailer, recently closed its stores and moved all its business to online only, leaving employees without jobs or redundancy packages. This has led to a bitter industrial dispute between the business and its former employees.

(i) Explain the term Industrial Relations

This is the relationship between employers and employees in the workplace. It involves the establishment of a positive relationships through effective communication, negotiation, and conflict resolution strategies. A positive relationship can lead to increased productivity, while
A negative relationship can lead to high staff turnover. This is when people leave a job because they are unhappy

(ii) Use your knowledge of industrial relations to match the following sentences to the correct terms by placing a tick (✓) in the box.

	Shop Steward	Labour Court	Trade Union
An Organisation that represents workers and protects their rights			✓
An employee selected by workers to represent them in dealing with the employer	✓		
It investigates disputes and recommends a solution in a process known as arbitration		✓	

(iii) If employer / employee relations breakdown, industrial action may be taken by employees. Explain two types of industrial action that employees may take.

- | |
|--|
| 1. Official Strike - This is when workers refuse to work for a period of time to protest against their employer's policies or working conditions. It is sanctioned and organised by a trade union and is picketing happens outside the workplace. workers are not paid. |
| 2. Go Slow -This where employees deliberately slow down their work rate, causing productivity to decrease. This is a way for employees to demonstrate their dissatisfaction with an employer's policies or working conditions without resorting to a full strike. |

2019 - Question 18 - Part a (iii)

- (a) Mary and her husband John live in Lanesboro, Co. Longford. Mary is a pilot with Ryanair. Her husband John is currently unemployed but volunteers in the local community.

- (iii) Mary enjoys her job with Ryanair but is concerned about industrial relations issues

Ryanair pilots strikes see hundreds of flights cancelled

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Outline two rights and two responsibilities Ryanair has as an employer.

Rights as an employer

1. They have legal rights - Employers have a legal right, such as the right to hire and manage employees in their business. They can hire the most suitable and qualified people fill the vacancies that may arise in the business and the right to protect intellectual property and trade secrets
2. They have environmental rights - Employers also have environmental right such as the right to use natural resources in a responsible manner and the right expect employees to use resources efficiently and not in a wasteful manner - for example recycle properly and turn off lights when a room is not being used.

Responsibilities as an employer

1. They have social responsibilities - employers have a social responsibility such as provide fair and equal opportunities for all employees. This involves treating both male and females equal. They also have a social responsibility to promote work-life balance and employee well-being. For example, not sending email after work hours
2. They have ethical responsibilities - employers also have ethical responsibilities such as To act in an ethical and socially responsible manner to their stakeholder. For example, paying their suppliers on time and the correct amount of money and to Avoid conflicts of interest and corruption