

A VALIDATED MODEL OF THE SOUTH AFRICAN LABOUR RELATIONS SYSTEM

BY

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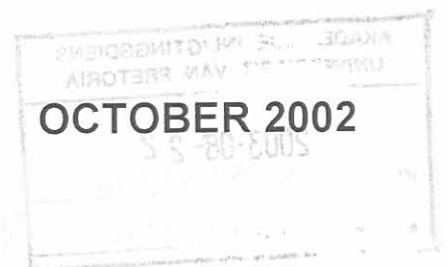
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I, Lukas Ignatius Ehlers, hereby declare that this is an original thesis that was never submitted to any other learning institution for purposes of obtaining a qualification.



Lukas Ignatius Ehlers

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CHAPTER SUMMARY

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South African labour relations practitioners have an important influence on the direction, attitudes and behaviour that typify the South African labour relations system. These practitioners should subsequently be equipped with adequate insight, knowledge and skills to meet labour relations challenges in the new South African economy. The objectives of this thesis were therefore to develop a valid model of the South African labour relations system as well as related models of labour relations practice at three different levels. These models should provide a reliable foundation for practice, research and skills development related to the South African labour relations system. The nature of systems, models and labour relations as a field of study, was discussed in literature overviews. Specific conclusions on the components of the South African labour relations system were drawn. Following a content analysis of appropriate definitions and theoretical models, a draft model of the South African labour relations system was developed. A panel of experts was then selected to judge the necessity of each component of the draft model and to judge the relationship between the respective themes and labour relations practices at introductory, advanced and specialist levels. These judgements were then analysed in accordance with the Lawshe method to determine the content validity of models. Research findings confirmed that the model of the South African labour relations system is valid, since it includes validated individual components, and possesses an overall content validity index of 0.66. This exceeds the level of 0.51 applicable in terms of the Lawshe method. It was found that the three models representing different levels of labour relations practice, also possess acceptable content validity indexes at the following levels: Introductory model = 0.65, Advanced model = 0.73, Specialist model = 0.81. Specific conceptual frameworks and a table reflecting the specific individual themes that are related to each respective model were finally proposed and explained. Guidelines for applying the model for purposes of analysis, training and practice were included in the final Chapter.