



University of the Witwatersrand Discipline of Psychology

MASTERS RESEARCH REPORT

**The Perceptions of Human Resources and Industrial Relations Managers on the Impact
of the 2012 Marikana Incident on Industrial Relations in South Africa**

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Abstract

This study conducted a thematic content analysis qualitative methods approach to explore the perceptions of the “Impact of the 2012 Marikana labour unrest on labour and industrial relations in South Africa”. Perceptions of industrial relations stakeholder role efficacy; causes and consequences of labour-management conflict, intra-union conflict and inter-union conflict are discussed. Economic, political, sociological factors as well as the influence of group dynamics are discussed to frame the impact of the 2012 Marikana incident on labour and industrial relations in South Africa.

Keywords

Marikana labour unrest, stakeholder role efficacy, labour-management conflict, intra-union conflict, inter-union conflict, class conflict, labour relations, industrial relations, radicalism, wild-cat strikes, NUM, AMCU, NUMSA, COSATU, and the Tripartite Alliance.