

#### MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

**FACULTY OF APPLIED SOCIAL SCIENCES**

**HUMAN RESOURCE MANAGEMENT DEPARTMENT**

**INDUSTRIAL RELATIONS**

**CODE: HHRM 119**

### SESSIONAL EXAMINATIONS

**MAY/JUNE 2019**

**DURATION: 3 HOURS**

**EXAMINER: MR N MUCHONGWE**

## INSTRUCTIONS & INFORMATION

1. *Answer question 1(compulsory).*
2. *Answer ANY* ***three*** *questions from Section B*
3. *Total marks 100*

**SECTION A**

1. Discuss the usefulness of the following theories of industrial relations in the explanation and understanding of workplace relationships:

a) Pluralist **[8****marks]**

b) Conflict **[9****marks]**

c) Unitarist **[8****marks]**

**SECTION B**

1. How valid is the contention that most employee relations specialists in today’s industries are “servants of power”? Use examples drawn from the Zimbabwean context. **[25 marks]**
2. “The ambiguous position occupied by trade unions in Zimbabwe constraints their efforts to fully represent workers’ interests”. Discuss. **[25 marks]**
3. The Labour Act of Zimbabwe prescribes the conditions that must be met before a collective job action is pursued. Discuss the challenges faced by workers in their attempt to meet these conditions. **[25 marks]**
4. Examine the procedures to be taken against an unlawful collective job action by the Minister as provided under the Labour Act Chapter 28:01. **[25 marks]**
5. Account for the widely held view that the preparation phase is the most critical towards the success of any negotiation process. **[25 marks]**

**END OF EXAMINATION**