



# MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF APPLIED SOCIAL SCIENCES  
HUMAN RESOURCE MANAGEMENT DEPARTMENT  
WORK PLACE INDUSTRIAL RELATIONS  
CODE: HHRM223

SESSIONAL EXAMINATIONS

OCTOBER 2021

DURATION: 3 HOURS

EXAMINER: MR D. CHIBHOYI

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## ***INSTRUCTIONS & INFORMATION***

- 1. This paper contains 2 sections with 6 Questions.*
  - 2. Section A is compulsory.*
  - 3. Answer ANY **three** other questions from section B.*
  - 4. Total marks 100.*
  - 5. You are reminded of the need for good English and clear presentation in your answers.*
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## **SECTION A**

1. Discuss any **five** factors characterizing workplace labour relations during pre-independence era in Zimbabwe. **(25 marks)**

## **SECTION B**

2. Examine any **six** different needs of social partners influencing workplace industrial relations in the Zimbabwean context. **(25 marks)**
3. Discuss any **five** reasons why victims of workplace sexual harassment do not always make official report of sexual assault. **(25 marks)**
4. Evaluate any **five** ways in which nepotism affects performance and productivity of an organization of your choice. **(25 marks)**
5. Assess the validity of any **five** reasons why employees join trade unions in Zimbabwe. **(25 marks)**
6. Discuss the utility of the “Conflict quadrant” in resolving conflicts between individuals and groups in workplaces. **(25 marks)**

**END OF EXAMINATION**