



MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF APPLIED SOCIAL SCIENCES

HUMAN RESOURCE MANAGEMENT DEPARTMENT

INDUSTRIAL RELATIONS

CODE: SSHR101

SESSIONAL EXAMINATIONS

SEPTEMBER 2021

DURATION: 3 HOURS

EXAMINER: MR D. CHIBHOYI

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. Examine how any **four** collective bargaining models can be applied during negotiation. (25 marks)

SECTION B

2. Discuss how any **five** bargaining strategies can be used by negotiators in a negotiating chamber. (25 marks)
3. Assess the utility of any **five** forms of industrial action in the Zimbabwean context. (25 marks)
4. Examine the validity of the legal framework for collective bargaining in Zimbabwe. (25 marks)
5. Evaluate the applicability of the negotiation process to an organization of your choice in Zimbabwe. (25 marks)
6. Justify any **five** factors that create a predisposition to choose unethical tactics during negotiation. (25 marks)

END OF EXAMINATION