



# MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF APPLIED SOCIAL SCIENCES  
HUMAN RESOURCE MANAGEMENT DEPARTMENT  
INDUSTRIAL RELATIONS  
CODE: SSHR101

SESSIONAL EXAMINATIONS

MARCH 2022

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. Assess the applicability of any **five** forms of collection job action in a Zimbabwean context. **(25 marks)**

## **SECTION B**

2. Evaluate any **five** milestones the Zimbabwean government has achieved towards democratizing workplaces since independence. **(25 marks)**

3. Discuss the following terms used in industrial relations:

- a) Settlement area. **(8 marks)**
- b) BATNA. **(8 marks)**
- c) Mandating. **(9 marks)**

4. Using relevant examples, examine any **five** factors that promoted the formation of industrial relations. **(25 marks)**

5. Assess the applicability of the Unitary perspective of industrial relations to an organization of your choice. **(25 marks)**

6. Validate any **five** factors that create a predisposition to choose unethical tactics during negotiation. **(25 marks)**

**END OF EXAMINATION**