

MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF APPLIED SOCIAL SCIENCES

HUMAN RESOURCE MANAGEMENT DEPARTMENT

INDUSTRIAL RELATIONS

CODE: HHRM 119

SESSIONAL EXAMINATIONS

MAY/JUN 2020

DURATION: 3 HOURS

EXAMINER: MR D. CHIBHOYI

INSTRUCTIONS & INFORMATION

- 1. This paper contains 1 section with 6 Questions.*
- 2. Answer ANY **four** questions.*
- 3. Total marks 100.*

- 1.**
 - (a) Define industrial action. **(2 marks)**
 - (b) Identify any **four** major causes of industrial action. **(4 marks)**
 - (c) Discuss any **four** reasons why it is generally difficult to strike in Zimbabwe. **(19 Marks)**

- 2.** Discuss how negotiators can use any **five** bargaining strategies in the negotiating chamber. **(25 marks)**

- 3.** Assess the applicability of any **three** International Labour Organisation (ILO) conventions to an organisation of your choice in Zimbabwe. **(25 marks)**

- 4.** Discuss the role of the following structures in industrial relations in Zimbabwe;
 - (a) Works council. **(10 marks)**
 - (b) Employment council. **(15 Marks)**

- 5.** Assess the applicability of the Pluralism perspective to an organisation of your choice. **(25 marks)**

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

END OF EXAMINATION