

# MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF APPLIED SOCIAL SCIENCES

HUMAN RESOURCE MANAGEMENT DEPARTMENT

WORK PLACE INDUSTRIAL RELATIONS

CODE: HHRM 223

SESSIONAL EXAMINATIONS

MAY/JUNE 2020

DURATION: 3 HOURS

EXAMINER: MR D. CHIBHOYI

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## ***INSTRUCTIONS***

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

1. Describe the nature of industrial relations during the pre and post independence era.  
(25 marks)
2. Assess the validity of any **five** essential provisions for an employment contract.  
(25 marks)
3. Discuss the effects of any **five** types of employment discrimination to an organisation of your choice.  
(25 marks)
4. Demonstrate how you would manage any **four** types of conflicts in an organisation of your choice.  
(25 marks)
5. Discuss any **five** effects of sexual harassment on employee performance. (25 marks)
6. Demonstrate how you would solve any **five** common problems in the workplace.  
(25 marks)

**END OF EXAMINATION**