

**MANICALAND STATE UNIVERSITY
OF
APPLIED SCIENCES**

**FACULTY OF APPLIED SOCIAL SCIENCES
HUMAN RESOURCE MANAGEMENT DEPARTMENT
WORK PLACE INDUSTRIAL RELATIONS
CODE: HHRM 223**

SESSIONAL EXAMINATIONS

APRIL/MAY 2021

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.*
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1. Examine the strategies that can be used by Trade Unions in Zimbabwe to deal with any **five** challenges that affect their operations. (25 marks)

2. Analyse the utility of the “Conflict Transformation circle” in conflict transformation as espoused by John Lederach (2003). (25 marks)

3. a) Giving relevant examples, describe the triangle of violence by John Galtung (1969). (10 marks)

- b) Discuss the **three** types of behavior in a conflict situation. (15 marks)

4. Assess the relevancy of workers committees in the current economic environment in Zimbabwe (25 marks)

5. Evaluate any **five** ways in which employment discrimination affects performance and productivity of an organisation of your choice. (25 marks)

6. Evaluate the sufficiency of the legislative framework in democratizing workplaces in Zimbabwe. (25 marks)

END OF EXAMINATION