



MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF AGRIBUSINESS & APPLIED SOCIAL SCIENCES

HUMAN RESOURCE MANAGEMENT DEPARTMENT

LABOUR LAW

CODE: SSHR221

SESSIONAL EXAMINATIONS

OCTOBER 2023

DURATION: 3 HOURS

EXAMINER: DR C. KAJONGWE

INSTRUCTIONS & INFORMATON

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. Discuss the implications of litigations to both the employer and employee in the event of a breach of contract of employment. **(25 marks)**

SECTION B

2. Evaluate **five** conditions under which a contract of employment can be terminated under common law. **(25 marks)**
3. Assess the value addition of **five** different methods of resolving disputes in an organisation. **(25 marks)**
4. Strikes or other forms of industrial action are an essential part of the collective bargaining process. Discuss with reference to case law and relevant statutory provisions. **(25 marks)**
5. Evaluate the implications of any **five** statutory rights of employees at the work place. **(25 marks)**
6. The Supreme court has recently confirmed that an employment tribunal should consider whether the terms of a written contract represent what was actually agreed between the parties, not only at the beginning of the relationship but at any later stage, where the relationship and the terms governing it may have changed. Discuss **(25 marks)**

END OF EXAMINATION