



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF BUSINESS, ECONOMICS AND ACCOUNTING

DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT

EXAMINATION PAPER

COURSE CODE : CBM 206
COURSE TITLE : INDUSTRIAL AND LABOUR RELATIONS
SPECIAL REQUIREMENTS :
DURATION : 3 Hours
LEVEL : 2.2
DATE : '09 FEB 2022

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Answer any **FOUR (4)** questions.
3. Begin each question on a new page.
4. The number of marks for each question or part question is shown in brackets []

Question 1

Examine the declining power of Trade Unions in Zimbabwe from period 2010-2020.

(25marks)

Question 2

The Labour Act Chapter (28:01) sets out provisions relating to Unfair Labour Practices. Discuss any six unfair labour practices which the employer may commit.

(25 marks)

Question 3

Briefly evaluate the following practices in relation to the workplace environment;

- (a) HIV/AIDS
- (b) Substance Abuse
- (c) Use of the internet
- (d) Gender
- (e) Sexual Harassment

(25marks)

Question 4

(a) Explain any **four (4)** fundamental rights of employees

(8 marks)

(b) Discuss Conciliation and Arbitration as forms of resolving internal disputes at the workplace.

(17marks)

Question 5

Compare and contrast the Unitarist and Pluralist perspectives of Industrial relations.

(25 marks)

End of Paper