



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF BUSINESS, ECONOMICS AND ACCOUNTING

DEPARTMENT OF ECONOMICS AND BUSINESS SCIENCES

EXAMINATION PAPER

COURSE CODE : CBM206
COURSE TITLE : INDUSTRIAL & LABOUR RELATIONS
SPECIAL REQUIREMENTS : NONE
DURATION : 3 HOURS **05 JUL 2022**
LEVEL : 2.2
DATE :

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 ONE

- a) Examine the roles of the State in Industrial Relations [10 marks]
- b) Explain why the State cannot be neutral in Industrial Relations [15 marks]

QUESTION TWO

Critically evaluate any **three (3) dispute resolution** techniques in Industrial Relations.

[25 marks]

QUESTION THREE

Discuss the **three (3) main theories** of Industrial Relations. Use relevant examples to support your answer.

[25 marks]

QUESTION FOUR

Using an organisation of your own choice, examine the *Positive approach* to disciplinary action versus *Negative approach* to disciplinary action.

[25 marks]

QUESTION FIVE

- a) Highlight any **five (5) roles** of a Trade Union [10 marks]
- b) Examine the declining power of Trade Unions in Zimbabwe from period 2000-2020. [15 marks]

End of Paper