



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS

DEPARTMENT OF ECONOMICS, MARKETING AND ENTREPRENEURSHIP

EXAMINATION PAPER

COURSE CODE	:	CBM 224
COURSE TITLE	:	INDUSTRIAL & LABOUR RELATIONS
DURATION	:	3 HOURS
LEVEL	:	2.2
DATE	:	10 JUN 2024
SPECIAL REQUIREMENTS	:	NONE

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Answer **QUESTION ONE (1)** and any other **THREE (3)** 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

SECTION A (COMPULSORY)

QUESTION 1

"The right to Strike is absolute in Zimbabwe". Critically evaluate this statement using the Labour Act Chapter 28:01.

(25 marks)

SECTION B (ANSWER ANY THREE QUESTIONS)

QUESTION 2

- a) Explain any **five (5)** functions of a Workers Committee. **(10 marks)**
- b) Motivate arguments for democratic style of leadership in modern organizations. **(15 marks)**

QUESTION 3

Compare and Contrast Unitarism vs Pluralism perspectives in Industrial Relations.

(25 marks)

QUESTION 4

- (a) Explain any five (5) roles of the State in Industrial Relations **(10 marks)**
- (b) Discuss why the State cannot be neutral when managing Industrial Relations. **(15 marks)**

QUESTION 5

Discuss any **four (4)** macro economic variables which may influence Industrial Relations.

(25 marks)

QUESTION 6

- a) Explain any **five (5)** fundamental rights of employees **(10 marks)**
- b) Using the Labour Act, examine any **three (3)** dispute resolution mechanisms. **(15 marks)**