



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS

DEPARTMENT OF ACCOUNTING FINANCE AND HUMAN CAPITAL MANAGEMENT

EXAMINATION PAPER 2

COURSE CODE : CHR 223
COURSE TITLE : LABOUR LAW
DURATION : 3 HOURS
DATE : APRIL 2023
SPECIAL REQUIREMENTS :
14 JUN 2024

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Answer any **FOUR (4)** questions. (Level 1.1 to level 2.2)
3. Answer **QUESTION ONE (1)** and any other **THREE (3)** questions.
(Level 4.1 and 4.2)
4. Begin each question on a new page.
5. The number of marks for each question or part question is shown in brackets []

ANSWER ANY FOUR QUESTIONS.

QUESTION 1

A contract of employment is the cornerstone of any employment relationship. Discuss the main features of a valid contract. (25MARKS).

QUESTION 2

What are the common forms of discrimination in employment law? (25MARKS)

QUESTION 3

Examine the relevance of

- a) Exit Interview? (10MARKS)
- b) Advantages of online interview (5MARKS)
- c) Disadvantages of face to face Interviews (5MARKS)
- d) Advantages of working from home (5MARKS)

QUESTION 4

Psychological contract is a metaphor that captures a wide variety of largely unwritten expectations and understandings of the two parties about their mutual obligations (Rousseau 1995). Discuss the merits and demerits of this type of a contract. (25MARKS).

QUESTION 5

Explain in detail the origins of Common law? (25MARKS)

QUESTION 6

What are the legal ways of dismissal? (25MARKS)

END