



**ZIMBABWE EZEKIEL GUTI UNIVERSITY**  
**FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS**  
**DEPARTMENT OF ACCOUNTING, FINANCE AND HUMAN CAPITAL**

**EXAMINATION PAPER**

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**MODULE CODE** : CBM 224  
**MODULE TITLE** : INDUSTRIAL AND LABOUR RELATIONS  
**SPECIAL REQUIREMENTS** : NONE  
**DURATION** : 3 Hours  
**LEVEL** : 2.2  
**DATE** : 27 SEP 2024

**INSTRUCTIONS TO CANDIDATES:**

1. No cell phones are allowed in the examination venue.
2. Answer any **FOUR (4)** questions.
3. The number of marks for each question or part question is shown in brackets [ ]
4. Begin each answer on a new page.
5. **DO NOT OPEN THIS PAPER UNTIL THE INVIGILATOR INSTRUCTS YOU.**

**Question 1 (25marks)**

Detail how you stay informed about employment law relevant to industrial relations

**Question 2(25marks)**

The relationship between employer and employee is always been sour. Explain the causes and roles of each part. **(25marks)**

**Question 3**

Discuss any forms of unfair labour practices in Zimbabwe giving examples. **(25marks)**

**Question 4**

Discuss the role of government employees and employers in maintaining peaceful Industrial Relations. **(25marks)**

**Question 5**

Analyze the pre-conditions of a strike. **(25marks)**

**Question 6**

Define collective bargaining? Explain briefly the steps involved in collective bargaining. **(25marks)**

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