



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS

DEPARTMENT OF ECONOMICS, MARKETING AND ENTREPRENEURSHIP

EXAMINATION PAPER

MODULE CODE : CBM 224
MODULE TITLE : INDUSTRIAL AND LABOUR RELATIONS
SPECIAL REQUIREMENTS : NONE
DURATION : 3 Hours
LEVEL : 2.2
DATE : 29 JUL 2025

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

Describe your approach to fostering positive employer-employee relationships in a unionized environment. (25marks)

Question 2

Discuss the role of the state in regulating Industrial Relations. (25marks)

Question 3

Discuss the role of Collective Bargaining in prevailing Industry. Discuss. (25marks)

Question 4

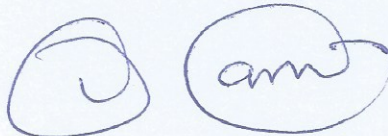
Explain the concept of sexual harassment and show how it affects Industrial harmony. (25marks)

Question 5

Discuss the source of Industrial grievances. (25marks)

Question 6

Discuss any 5 forms of collective job action available in Zimbabwe. (25marks)

Handwritten signature and initials in blue ink, consisting of a stylized 'S' and the letters 'am'.