



ZIMBABWE EZEKIEL GUTI UNIVERSITY
FACULTY OF BUSINESS, ECONOMICS AND
ACCOUNTING

DEPARTMENT OF ECONOMICS AND BUSINESS SCIENCES

EXAMINATION PAPER

COURSE CODE : CBM206
COURSE TITLE : INDUSTRIAL AND LABOUR RELATIONS
SPECIAL REQUIREMENTS : N/A
DURATION : 3 Hours
LEVEL : 2.1
DATE : 18 NOV 2019

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 []

1. Account for the widely held view that the preparation phase is the most critical towards the success of any negotiation process. **[25 marks]**

2. The labour Act in Zimbabwe prescribes the conditions that must be met before a collective job action is pursued. Discuss the challenges faced by workers in their attempt to meet these conditions. **[25 marks]**

3. Conflict is always inherent in Industrial Relations. Discuss this argument with reference to the three Industrial Relations perspectives. **[25 marks]**

4. a) Discuss the role of the State in industrial Relations. *(12 marks)*
b) Briefly discuss some of the critical elements that should be considered by negotiators for effective negotiations to take place. *(13 marks)*

5. Discuss the extent to which the State has contributed towards the rise and fall of trade unions in the pre and post-independent Zimbabwe. **[25 marks]**

6. Discuss the impact of globalization on Industrial Relations in Zimbabwe. In your answer, take note of how flexibility issues have shaped the employment contract. **[25 marks]**

END OF PAPER