



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF BUSINESS, ECONOMICS AND ACCOUNTING

DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT

EXAMINATION PAPER

COURSE CODE : CBM 206
COURSE TITLE : INDUSTRIAL & LABOUR RELATIONS
DURATION : 3 HOURS
DATE : MARCH 2021
SPECIAL REQUIREMENTS : NONE 22 MAR 2021

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 []

Question 1

Justify the significance of Industrial and Labour Relations in this modern day world.

(25 marks)

Question 2

Explain the procedure for Retrenchment according to Labour Act Chapter (28:01).

(25 marks)

Question 3

Conflict is unavoidable in Industrial Relations. Discuss this argument with reference to any 3 Industrial Relation perspectives.

(25 marks)

Question 4

- a) Examine the expectations of employees and employers with regards to the employment relationship. **(10marks)**
- b) Explain the functions of Trade Union as highlighted by the Labour Act Chapter 28:01 **(15 marks)**

Question 5

- a) Examine any **six (6)** essential information that should be contained in a contract of employment. **(12 marks)**
- (b) Discuss any **three (3)** management practices that may lead to Industrial disputes in an organisation **(13 marks)**

End of Paper