

**NATIONAL UNIVERSITY OF SCIENCE AND TECHNOLOGY  
FACULTY OF COMMERCE  
DEPARTMENT OF BUSINESS MANAGEMENT**

**LABOUR RELATIONS – CBU 2107**

**FINAL EXAMINATION – APRIL 2009**

**TIME ALLOWED: 3 HOURS**

**INSTRUCTIONS TO CANDIDATES**

- (i) Answer any 4 (four) questions.
- (ii) Questions may be written in any order.
- (iii) As much as possible, use relevant examples

**QUESTION 1**

“Team spirit and undivided management authority co-exist to the benefit of all”.  
Critically explain this perspective to labour relations. **[25 Marks]**

**QUESTION 2**

Filley (1975) and Robbins (1974) have identified a number of common factors which may be regarded as characteristic features of conflict. Critically discuss the causes of conflict in employment relations. **[25 Marks]**

**QUESTION 3**

Trade Union makes use of particular, and occasionally of unique lent characteristics, methods. Discuss these methods in detail. **[25 Marks]**

**QUESTION 4**

What is work? **[25 Marks]**

**QUESTION 5**

Wages are main source of conflict in the work environment but wage differentials continue to persist. Explain the causes of wage differentials in the economy.

**[25 Marks]**

**QUESTION 6**

Briefly discuss the collective bargaining processes or steps to be followed, when conduct a collective bargaining.

**[25 Marks]**

**QUESTION 7**

Regulate investments intends to step up a Human Resources Management department in its premises. You have been engaged by the enterprise to draw up its employment policies. Discuss some of the employment policies you are going to draw up.

**[25 Marks]**

**END OF EXAMINATION**