

**NATIONAL UNIVERSITY OF SCIENCE AND TECHNOLOGY**  
**FACULTY OF COMMERCE**  
**DEPARTMENT OF BUSINESS MANAGEMENT**  
**INDUSTRIAL RELATIONS – CBU 2107**  
**FINAL EXAMINATION – JANUARY 2008**  
**TIME ALLOWED 3 HOURS**

**INSTRUCTIONS**

- Answer any **four** questions.
- Questions may be written in any order.
- **As much as possible, use relevant examples.**

**Question 1**

*“As institutions, trade unions do not challenge the existence of society based on a division of classes, they merely express it. Thus trade unions can never be viable vehicles of advance towards socialism in themselves; by their nature they are tied to capitalism. They can bargain within society but not transform it.”* Critically discuss this statement.

**(25 marks)**

**Question 2**

With the aid of local examples critically discuss the role of government in the general management of the economy.

**(25 marks)**

**Question 3**

Wage demands get the headlines, partly because they can be expressed and dramatised in numbers. But this is by no means all that a union tries to accomplish. Classify and discuss trade union objectives in Zimbabwe.

**(25 marks)**

**Question 4**

(a) Critically discuss the Marxist [Conflict Ideology] perspective to labour relations.

**(20 marks)**

(b) To what extent is this perspective applicable to modern organisations? **(5 marks)**

**Question 5**

Conflict within organisations is inevitable but nonetheless manageable when the right steps are taken to understand the problem and to deal with it fairly. Critically discuss *any* two strategies for managing industrial conflict.

**(25 marks)**

**Question 6**

Identify and briefly discuss the guidelines to disciplinary procedure needed in order to ensure the attainment of two main objectives of disciplinary action; the protection of the interests of the organisation and the protection of the rights of the individual.

**(25 marks)**

**Question 7**

Outline and discuss the features that make the Anglo-American Industrial Relations Model relevant to Zimbabwe. **(25 marks)**