

NATIONAL UNIVERSITY OF SCIENCE AND TECHNOLOGY
FACULTY OF COMMERCE
DEPARTMENT OF BUSINESS MANAGEMENT
BACHELOR OF COMMERCE (HONOURS) DEGREE IN MANAGEMENT
INDUSTRIAL RELATIONS - CBU 2107
FINAL EXAMINATION- JANUARY 2013
TIME ALLOWED 3 HOURS

INSTRUCTIONS TO CANDIDATES

Answer any **Four** questions.

INFORMATION TO CANDIDATES

- (i) All questions carry **25** marks each.
- (ii) Questions may be answered in any order.
- (iii) Credit will be given for the use of appropriate examples.
- (iv) This paper contains **Seven** Questions.

Question 1

“This team, however, is expected to be provided with strong leadership from the top of the organization, both to keep it in working order and to ensure commitment to the tasks to be done , to its managerial office- holders and , ultimately , to the enterprise itself.”

Adapted from: Understanding Industrial Relations D. Farnham and J. Pimlott 2005. 52.

REQUIRED:-

With reference to the above statement explain the unitary industrial relations perspective. **[25 marks]**

Question 2

'Our Zimbabwean economy is characterized by pay differentials.'

Explain the causes of these differences.

[25 marks]

Question 3

'Certification as an independent trade union, with all its advantages for trade unions under current labour law, can only be granted to those organizations of employees which are not the domination or control of an employer and are not liable to interference in their activities by an employer.'

With reference to the above statement discuss how these unions achieve their goals.

[25 marks]

Question 4

Explain the concept of work in industrial relations.

[25 marks]

Question 5

Discuss the causes and costs of conflict in an enterprise.

[25 marks]

Question 6

Discuss the effectiveness of managerial prerogative in controlling labour force in an organization.

[25 marks]

Question 7

Explain how collective bargaining achieves harmony in an enterprise.

[25 marks]

END OF EXAMINATION