

NATIONAL UNIVERSITY OF SCIENCE AND TECHNOLOGY
FACULTY OF COMMERCE
DEPARTMENT OF BUSINESS MANAGEMENT
BACHELOR OF COMMERCE (HONOURS) DEGREE IN MANAGEMENT
INDUSTRIAL RELATIONS - CBU 2107
SUPPLEMENTARY EXAMINATION- AUGUST 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

‘ Under classical capitalism , the capitalists or the owners of the means of production are identical with the ruling class in both industry and in politics , while the unorganized or wage labourers , owning only their labour, are relatively powerless both in industrial relations and in political matters . ‘

With reference to the above statement, explain the industrial relations conflict perspective.

[25 marks]

Question 2

Discuss the functions of a shop steward in an enterprise.

[25 marks]

Question 3

Discuss some of the human resource policies to be incorporated in an enterprise. **[25 marks]**

Question 4

Explain the role of collective bargaining in conflict resolution.

[25 marks]

Question 5

Discuss the element of a 'fair day's pay for a fair day's work' in industrial relations.

[25 marks]

Question 6

(a) Explain the concept of a Trade Union.

[10 marks]

(b) Discuss the functions of a trade union in maintaining harmony in an enterprise.

[15 marks]

Question 7

What is the necessity of having a code of conduct in an organization or enterprise?

[25 marks]

END OF EXAMINATION