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 – DECEMBER 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)   As much as possible, use relevant examples.
   (iv)   This paper contains **Seven** questions.

Question 1

"One implication of the unitary perspective is that factionalism within the enterprise is seen as a pathological social condition. Subordinate employees, for example, are not expected to challenge managerial decisions or the right to manage, while trade unionism is viewed as an illegitimate intrusion into the unified and co-operative structure of the workplace."
(Adapted from D .Farnham and J .Pimlott, 2005: 53).

With reference to the above statement, illustrate how it fits into the unitary perspective.

[25 Marks]

Question 2

Wage demands get the headlines because they can be expressed and dramatized in numbers. But this is by no means all that a union tries to accomplish . Classify and discuss union objectives. **[25 Marks]**

Question 3

'Petros is an employee of Femina Garments and was elected a shop steward'. Explain his functions in this role. **[25 Marks]**

Question 4

'Rubber Products Pvt. Ltd is in conflict with its workforce and its management is at loss with this development'. What in your view could be the cause of the misunderstanding? **[25 Marks]**

Question 5

'The School of Mines has contracted you to come up with Human Resource policies'. Identify   the areas that you would cover in coming up with these policies.
[25 Marks]

Question 6

Illustrate some of the factors that bring about wage differentials in the economy of a country. **[25 Marks]**

Question 7

What do you consider to be the role of management in industrial relations at macro-level? **[25 Marks]**

END OF EXAMINATION