

# BINDURA UNIVERSITY OF SCIENCE EDUCATION

## FACULTY OF COMMERCE

### DEPARTMENT OF HUMAN RESOURCES MANAGEMENT

Course: HCM 105/BS205: Industrial Relations (3)

Duration: 3 HOURS

JUN 2023

#### INSTRUCTIONS FOR CANDIDATES

1. Answer any four questions.
2. All questions carry equal marks.
3. No unauthorised items must be brought into the examination room.

#### QUESTION 1

'The State is an extended arm of the owners of means of production.' Discuss this statement with reference to the roles of the State in the management of labour relations in Zimbabwe.

[25 Marks]

#### QUESTION 2

Assess how globalisation has affected the way employees are organised in today's organisations.

[25 Marks]

#### QUESTION 3

With reference to the three main industrial relations perspectives, examine any **five** strategies that you would use in dealing with industrial conflict in your organisation.

[25 Marks]

#### QUESTION 4

Examine the applicability of the Marxist perspective in the management of labour relations in Zimbabwe.

[25 Marks]

#### QUESTION 5

Examine any **five** roles of a human resource practitioner in enhancing an effective employment relationship.

[25 Marks]

**QUESTION 6**

Discuss any **five** sources of terms of the contract of employment in Zimbabwe.

**[25 Marks]**

**End of Paper**