

BINDURA UNIVERSITY OF SCIENCE EDUCATION
FACULTY OF COMMERCE
DEPARTMENT OF HUMAN CAPITAL MANAGEMENT
INDUSTRIAL RELATIONS (HCM 105)
DURATION: 3 HOURS

OCT 2024

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INSTRUCTIONS TO CANDIDATES

1. Answer any **FOUR** questions.
2. No unauthorized material or items should be brought into the examination room.

Question 1

Examine the declining power of Trade Unions in Zimbabwe from period 2010-2020.

(25marks)

Question 2

The Labour Act Chapter (28:01) sets out provisions relating to Unfair Labour Practices. Discuss any six unfair labour practices which the employer may commit.

(25 marks)

Question 3

Briefly evaluate the following practices in relation to the workplace environment;

- (a) HIV/AIDS
- (b) Substance Abuse
- (c) Use of the internet
- (d) Gender
- (e) Sexual Harassment

(25marks)

Question 4

(a) Explain any **four (4)** fundamental rights of employees **(8 marks)**

(b) Discuss Conciliation and Arbitration as forms of resolving internal disputes at the workplace. **(17marks)**

Question 5

Compare and contrast the Unitarist and Pluralist perspectives of Industrial relations.

(25 marks)

Question 6

(a) Examine the role of the State in Industrial Relations **(10 marks)**

(b) Give reasons why the State cannot be neutral in Industrial Relations **(15 marks)**

End of Paper