

NOV 2023

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

INSTRUCTIONS TO CANDIDATES

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

Question 1

- (a) Using an organisation of your choice, explain how conflicts can be proficiently managed to boost productivity. (13 marks)
- (b) Examine the effects of conflict at the workplace. (12 marks)

Question 2

Critically evaluate the procedure for embarking on a *Collective Job Action* using the Labour Act Chapter (28:01). (25 marks)

Question 3

- a) Explain briefly the following concepts of Employee Relations;
 - i. Dispute of right (5 marks)
 - ii. Arbitration (5 marks)
 - iii. Conflict of interest (5 marks)
- b) Outline any three management practices that may lead to Industrial disputes in an organisation (10 marks)

Question 4

Using an organisation of your own choice, explain how Covid- 19 may affect employee relations and productivity

(25 marks)

Question 5

In a tripartite system, discuss the objectives of each part in the employment relationship. Use relevant examples to support your answer.

(25 marks)

Question 6

The Labour Act Chapter 28:01 sets out provisions on Leave administration, briefly examine the following leave types;

(a) Maternity Leave

(10 marks)

(b) Sick Leave

(10 marks)

(c) Vacation Leave

(5 marks)

End of Paper