

# CENTRAL UNIVERSITY



RESIT EXAMINATIONS 2016 ACADEMIC YEAR

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT  
INDUSTRIAL RELATIONS

2 HRS

STUDENT ID No.....

## INSTRUCTIONS

**Answer any Three (3) Questions** (*Answers should be provided in the answer booklet*),

**DO NOT TURN OVER THIS PAGE UNTIL YOU HAVE BEEN TOLD TO DO SO BY  
THE INVIGILATOR**

RE-SIT EXAMINATION 2016

(MATAHEKO & MIOTSO)

**INSTRUCTIONS:** This paper is made up of five questions (5) questions. **Answer any three (3) questions.** All questions must be answered in the answer booklet. Note that credit will be given for clarity of expression and orderly presentation. **Each question carries 20 marks**

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1. a) Explain any four (4) reasons employers resist trade unions. (10 marks)  
b) Mention any explain four (4) purposes for establishing the tripartite committee. (8 marks)  
c) Explain the meaning of industrial relation. (2 marks)
  
2. a) What is sound industrial relation (2 marks)  
b) Discuss any four (4) roles the state play to ensuring sound industrial relation (12 marks)  
c) State and explain any three (3) types of strike (6 marks)
  
3. (a) Mention any four (4) roles trade unions play in organisations. (8 marks)  
(b) State four characteristics of trade unions. (4 marks)  
(C) State and explain any four elements of effective disciplinary system. (8 marks)
  
4. a) State four (4) charecteristics of trade unions (4 marks)  
  
(b) State the composition of the National Labour Commission (4 marks)  
(e) State the steps invlove in the formation of trade unions in organisations (12 marks)
  
5. (a) Mention the three levels of industrial relation. (4 marks)  
(b) State and explain any four functions of National Labour Commission. (8 marks)  
(c) State and explain any four elements of effective disciplinary system. (8 marks)