



JULIUS NYERERE SCHOOL OF SOCIAL SCIENCES
DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

**MASTER OF SCIENCE DEGREE
IN HUMAN RESOURCE MANAGEMENT**

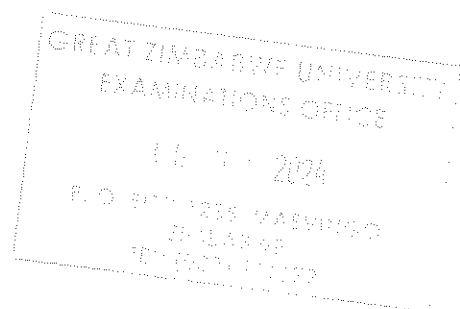
LEVEL 1 SEMESTER 1

EXAMINATION QUESTION PAPER

MODULE CODE	HRMM 511
MODULE NARRATION	EMPLOYMENT RELATIONS
DATE	
DURATION	3 HOURS

INSTRUCTIONS TO CANDIDATES:

Answer all questions in section A and any two questions in section B.
Section A carries 40 marks and each question in section B carries 30 marks.
Questions may be answered in any order.



SECTION A

1.(a) Discuss challenges and opportunities faced by Zimbabwean trade unions.
(20)

(b) Evaluate the contributions of trade unions to securing a healthy and safe work environment for their members in Zimbabwe.
(20)

SECTION B

1. Explain the concept of employee involvement and discuss its significance in organizational performance.
2. Examine structural barriers to women's access to social and economic rights and how Zimbabwe labour laws seek to address the gender imbalances prevailing in industrial enterprises.
3. Evaluate the role of government intervention in collective bargaining process in the Zimbabwe context.
4. Industrial democracy is a coercive force or strategy, subject to all immanent processes of inclusion and exclusion that characterize any discourse (Foucault, 1980). To what extent does this statement reflect the character of employee relations in Zimbabwe?

END OF EXAMINATION