



# **JULIUS NYERERE SCHOOL OF SOCIAL SCIENCES**

**DEPARTMENT OF HUMAN RESOURCE MANAGEMENT**

**BACHELOR OF SCIENCE HONOURS DEGREE IN HUMAN  
RESOURCE MANAGEMENT**

**LEVEL 2 SEMESTER 2**

**EXAMINATION QUESTION PAPER**

**MODULE CODE                      HRMH 223**

**MODULE NARRATION    WORKPLACE INDUSTRIAL RELATIONS**

**DATE**

**DURATION                              3 HOURS**

**INSTRUCTIONS TO CANDIDATES:**

- 1. Answer section A and any two questions in section B.**
- 2. Section A carries 40 marks and each question in section B carries 30 marks.**
- 3. Questions may be answered in any order**

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## **SECTION A**

### **QUESTION 1**

- a) According to Moyo (2015) 'The right to collective bargaining is now a constitutional provision enforceable in a court of law.' Discuss. (20)
- b) Explain any three reasons why the membership of trade unions is dwindling in Zimbabwe. (20).

## **SECTION B**

- 2. Discuss any five economic factors that affect workplace industrial relations in Zimbabwe.
- 3. Discuss the role of social dialogue in promoting Zimbabwe's agenda of attracting both local and foreign investors and economic development.
- 4. Explain the following concepts in relation to trade union recognition in Zimbabwe:
  - a) Multiple unionism (10)
  - b) Majoritarian approach (10)
  - c) All comers approach (10)
  - d) Freedom of association (10)
- 5. Analyse the view that a clearly defined grievance handling procedure helps in the promotion of good workplace relations in Zimbabwe.