

JULIUS NYERERE SCHOOL OF SOCIAL SCIENCES

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

BACHELOR OF SCIENCE HONOURS DEGREE IN HUMAN RESOURCES MANAGEMENT

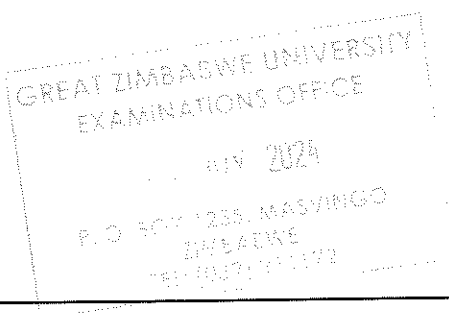
LEVEL 2 SEMESTER 2

EXAMINATION QUESTION PAPER

MODULE CODE	HRMH221
MODULE NARRATION	LABOUR LAW
DATE	2024
DURATION	3 HOURS

INSTRUCTIONS TO CANDIDATES:

- 1. Answer question one in section A and any two questions in section B.**
- 2. Question 1 carries 40 marks and each question in section B carries 20 marks.**
- 3. No additional material is required in the exam.**



SECTION A

Question 1: this question is compulsory

Tatenda is cashier at a pharmacy in town. He is accused of stealing twenty dollars from the till and subsequently dismissed without a hearing. He was not provided with any reasons for his dismissal. He now wants to prove that he is innocent and get his job back. He is not sure whether he will succeed. Advise him on his prospects of success and the process he should follow.

[40 marks]

SECTION B

Answer any two questions

Question 2

The common-law contract of employment has often been described as a recipe for exploitation. What view is this based on? **[30 marks]**

Question 3

In what respects has legislation limited the contractual freedom of employers and employees. **[30 Marks]**

Question 4

Under the current Zimbabwean labour laws, the scope of employees right to engage in industrial job action is very circumscribed.

Discuss. **[30 marks]**

Question 5

Write notes on the difference between:

- (i) mediation and conciliation.
- (ii) Voluntary arbitration and compulsory arbitration
- (iii) An interest dispute and a rights dispute;

[30 marks]

THE END