



“Investing in Africa’s Future”

COLLEGE OF BUSINESS, PEACE, LEADERSHIP AND GOVERNANCE

NMMS 307: INDUSTRIAL AND LABOUR RELATIONS

END OF FIRST SEMESTER EXAMINATIONS

NOVEMBER 2022

LECTURER: DR STANISLAS BIGIRIMANA

DURATION: 3 HOURS

INSTRUCTIONS

ANSWER THE FIRST QUESTION AND ONE QUESTION FROM EACH SECTION

EACH QUESTION CARRIES 20 MARKS

SOUND ARGUMENT AND ILLUSTRATIONS WILL EARN YOU MARKS

QUESTION 1

Select a real position in an organisation of your choice. Write a brief Job Analysis and a Job Design. List the criteria you would include in the job advertisement if the position was vacant and you had been given the responsibility of filling it. (20 marks)

SECTION A

QUESTION 2

Evaluate the process of human resources planning in an organisation of your choice and suggest solutions to the shortcomings that you may have identified. (20 marks)

QUESTION 3

Evaluate the recruitment process at an organisation of your choice and suggest solutions to the shortcomings that you may have identified. (20 marks)

SECTION B

QUESTION 4

Using concrete examples discuss the difference between performance appraisal and performance management and suggest ways each process may be improved in an organization that you know? (20 marks)

QUESTION 5

Under which conditions an employee may be retrenched? Identify challenges that this process may bring and suggest solutions. (20 marks)

SECTION C

QUESTION 6

Telecommuting has become a new form of work. What are the advantages and disadvantages of telecommuting? (20 marks)

QUESTION 7

Describe in details “the knowledge worker” and explain the consequences of the emergence of the knowledge worker on employer/employee relations. (20 marks)

SECTION D

QUESTION 8

Explain Perrow's Matrix of technology and give instances where each type of technology may be used. (20 marks)

QUESTION 9

Using the S Cube Model, explain corporate culture and the role it plays in an organization that you know. (20 marks)

END OF PAPER
