



**A F R I C A**

**UNIVERSITY**

**COLLEGE OF BUSINESS, PEACE, LEADERSHIP AND GOVERNANCE**

**NMMS 307: LABOUR AND INDUSTRIAL RELATIONS**

**END OF SEMESTER EXAMINATIONS**

**NOVEMBER 2023**

**LECTURER: DR TAWANDA NYIKADZINO**

**TIME: 3 HOURS**

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### **INSTRUCTIONS**

1. This paper contains **five** questions.
2. Answer **three** questions.
3. Answer question **1** in section A and any other **2** questions from section B.
4. Start each question on a new page.



## SECTION A (COMPULSORY)

1. With the aid of any **four** theories of your choice, discuss the assertion that, 'there is no theory that best captures contemporary industrial relations dynamics'. **[40 marks]**

## SECTION B

2. Using examples from any African countries of your choice, critically examine the role of the following actors in industrial relations:
  - a. Employee and employees organisation
  - b. The State**[30 marks]**
3. Employees at Company X are not happy with the salaries they are earning, and intent to engage their employer through collective bargaining. However, the employees are not aware of what collective bargaining entails and involves. Based on the knowledge gained from this course advise the employees on
  - a. The type of collective bargaining to resolve the matter **[5 marks]**
  - b. The steps involved in collective bargaining and some critical issues they should take note of **[25 marks]**
4. Answer the following questions
  - a. Briefly define a dispute of interest and a dispute of rights. **[5 marks]**
  - b. Employees at Company D tried to use collective bargaining to resolve salary and working conditions related concerns to no avail. Collective bargaining could not resolve the matter resulting in a dispute. The employees are, however, not aware of the different alternative dispute resolution mechanisms that they can pursue. Using the dispute resolution knowledge gained from this course, advise the employees **[25 marks]**
5.
  - a. Using any labour or industrial relations laws from any country of your choice, discuss the fundamental rights of employees in labour and industrial relations **[15 marks]**
  - b. Critically examine how globalisation has influenced labour and industrial relations in Africa. Use illustrative examples to support your claims. **[15 marks]**

**END OF EXAMINATION**

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