



**REFORMED CHURCH UNIVERSITY**

---

**FACULTY OF COMMERCE**

**Bachelor of Commerce Honours Degree in Human Resources,  
Industrial and Labour Relations Management**

**Collective Bargaining**

**HHRM 403**

**Part 4 Semester 1 Examination**

**Total Marks [100]**

**Date: November 2019**

**Time: 3 Hours**

---

**INSTRUCTIONS**

1. This paper has *six (6)* questions
2. Answer question *one (1)* and *any* other *three (3)*
3. Each question carries *25 marks*
4. Start each question on a new page

1. Examine the principles of collective bargaining. (25)
2. Discuss the four types of collective bargaining. (25)
3. Evaluate the collective bargaining process. (25)
4. Analyse the importance of collective bargaining to employees. (25)
5. Within the legislative framework of collective bargaining examine levels of collective bargaining. (25)
6. Discuss the elements of collective bargaining as stipulated in the Labour Act Section 74 - 82. (25)

*End of paper*