



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

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

Industrial Psychology and Labour Relations

HHRM 106

Part 1 Semester 2 Examination

Total Marks [100]

Date: June 2020

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
5. Candidates may use non-programmable, noiseless and cordless calculators

1. Examine the **two** different types of employment contracts available in Zimbabwe. (25)
2. Explain what transpires when an employer breaches your employment contract. (25)
3. Explore the top **four** causes of poor industrial relations in Zimbabwe.(25)
4. With aid of examples, analyse **any four** forms of trade unions in Zimbabwe. (25)
5. Examine the **three** main theories of industrial relations giving practical examples. (25)
6. Analyse the significance of Fred Fiedler's contributions to the field of industrial psychology. (25)

End of Paper