



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**BACHELOR OF COMMERCE HONOURS DEGREE IN
HUMAN RESOURCES, INDUSTRIAL & LABOUR
RELATIONS MANAGEMENT**

COLLECTIVE BARGAINING

HHRM 426

PART 4 SEMESTER 1

Total Marks [100]

DATE: DECEMBER 2024

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. Discuss the process of collective bargaining as a catalyst for harmony between management and employees in both the Private and Public sector. (25 Marks)
2. Discuss the current trends affecting collective bargaining in Zimbabwe.(25 Marks)
3. Citing legislative aids introduced at each stage, explain the historical background of collective bargaining in Zimbabwe. (25 marks)
4. Citing specific examples from the Zimbabwean context, discuss the role of Trade Unions as a bargaining agent in collective bargaining. (25 marks)
5. Using specific examples, validate the assertion that collective bargaining is a continuous, dynamic process for solving problems arising directly out of the employer-employee relationship. (25 Marks)
6. Highlighting relevant examples, discuss how collective bargaining is considered as an instrument in promoting and strengthening social dialogue. (25 Marks)

END OF PAPER

