



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: JUNE 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 importance of collective bargaining in the overall employment management function in Zimbabwe. (25 Marks)
2. Analyse any four major collective bargaining issues characterising the Zimbabwean collective bargaining climate in recent years. (25 Marks)
3. Citing examples, assess the different levels at which collective bargaining is conducted. (25 Marks)
4. Using practical examples, examine the main principles governing the collective bargaining process. (25 Marks)
5. Discuss five matters that are often the subject of collective bargaining in Zimbabwe. 25 Marks)
6. Highlighting relevant examples, examine any five advantages and five disadvantages of centralised collective bargaining. (25 Marks)

END OF PAPER