



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

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

COLLECTIVE BARGAINING

HHRM 426

PART 4 SEMESTER 1 EXAMINATION

TOTAL MARKS [100]

DATE: DECEMBER 2023

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. Explain the historical background of Collective Bargaining in Zimbabwe, citing legislative aides introduced at each stage. (25 Marks)
4. Discuss the usefulness of Trade Unions as a bargaining agent in Collective bargaining. (25 Marks)
5. 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. Discuss how Collective Bargaining is considered as an instrument in promoting and strengthening social dialogue. (25 Marks)

END OF PAPER