



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

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

Collective Bargaining

HHRM 403 426

Part 4 Semester 1 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

1. Explore the term “collective bargaining” and discuss its importance to employees. (25)
2. ‘The policies developed by parties in collective bargaining in regard to seniority in layoffs and methods of wage payment have been significantly shaped by the economic environment’. Evaluate the assertion using examples in specific industries in Zimbabwe. (25)
3. Examine any **four** types of collective bargaining. (25)
4. Analyse any **five** factors affecting collective bargaining in Zimbabwe. (25)
5. Discuss the important elements of collective bargaining. (25)
6. Assess the significance of the stages of the collective bargaining process in promoting work place harmony. (25)

End of paper