



**REFORMED CHURCH UNIVERSITY**

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**FACULTY OF COMMERCE**

**BACHELOR OF COMMERCE HONOURS DEGREE IN BUSINESS  
MANAGEMENT**

**INDUSTRIAL & LABOUR RELATIONS**

**HBUM 231**

**PART 2 SEMESTER 1**

**Total Marks [100]**

**DATE: DECEMBER 2024**

**Time: 3 Hours**

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**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. Assess the contribution of trade unionism in the development of Zimbabwe.  
[25]
2. Examine the achievements of the tripartite negotiations forum in Zimbabwe's labour relations.  
[25]
3. Assess the limitations of the Labour Relations Act of Zimbabwe.  
[25]
4. Citing examples, analyze any 5 functions of a workers' committee in labour disputes. [25]
5. Discuss any 5 factors considered when issuing a contract of employment.  
[25]
6. Discuss the role of the Human Resources Department in a labour disputes  
[25]

**END OF PAPER**