

# WOMEN'S UNIVERSITY IN AFRICA



*Addressing gender disparity and fostering equity in University Education*

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**FACULTY OF MANAGEMENT AND ENTREPRENEURIAL SCIENCES**

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**BSc HONOURS DEGREE IN HUMAN RESOURCE MANAGEMENT**

## **MAIN PAPER**

**HRM 423 : COMPARATIVE INDUSTRIAL RELATIONS**

**INTAKE 8 : FOURTH YEAR SECOND SEMESTER**

**DATE : DECEMBER 2020**

**TIME : 2 HOURS**

## **INSTRUCTIONS TO CANDIDATES**

Answer **Question 1** and any other two.

### **Question 1**

- a) With specific reference to Zimbabwe, discuss how the COVID 19 pandemic impacted or is likely to impact on employer-employee relationship. [20]
- b) In the wake of the industrial actions that took place during this era of the COVID 19 pandemic, discuss the argument that strikes are frequently not about stated grievances in many situations of industrial conflict. [20]

### **Question 2**

Drawing lessons from Malaysia, discuss the view that the industrial relations system of a country can be shaped by its economic policy and goals. [20]

### **Question 3**

Discuss the concept of codetermination and worker directorship and their relevance to the Zimbabwean industrial relations. [20]

### **Question 4**

Examine the impact that multi-currency use had on the Zimbabwean industrial relations landscape. [20]

### **Question 5**

‘Culture plays a key role in shaping employer-employee relationship and management strategy’. Discuss. [20]

### **Question 6**

Discuss the argument that Social dialogue has no relevancy to the Zimbabwean Industrial Relations System. [20]

**END**