



**NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY**

FACULTY OF MANAGEMENT SCIENCES

DEPARTMENT OF MANAGEMENT

QUALIFICATION: BACHELOR OF HUMAN RESOURCES MANAGEMENT	
QUALIFICATION CODE: 07BHRM	LEVEL: 7
COURSE CODE : IRL712S	COURSE NAME: INDUSTRIAL RELATIONS
SESSION: JANUARY 2020	PAPER: THEORY
DURATION: 3 HOURS	MARKS: 100

SECOND OPPORTUNITY QUESTION PAPER	
EXAMINER(S)	Ms. E January-Enkali Mr John Kangowa
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INSTRUCTIONS
1. Write clearly and neatly. 2. All questions are compulsory

THIS QUESTION PAPER CONSISTS OF 3 PAGES (Including this front page)

ALL QUESTIONS ARE COMPULSORY

QUESTION 1

Discuss the various sources of conflict in the collective bargaining process

(10)

QUESTION 2

Explain in detail the term dispute and distinguish between a dispute of right and a dispute of interest?

(10)

QUESTION 3

Discuss the concept of negativism in the labour relationship

(7)

QUESTION 4

Describe the effect of the following Human Resources Management functions on Labour Relations: (12)

1. Recruitment and Selection
2. Induction, performance Appraisal and Job Enrichment
3. Wages and salaries
4. Training
5. Labour turnover and absenteeism
6. Employees wellness

(12)

QUESTION 5

In the Namibian labour system, there are three common methods used to settle disputes, discuss the methods and levels at which they occur. (12)

QUESTION 6

Discuss any (6) structural causes of conflict in the work environment. (12)

QUESTION 7

Explain the various styles which can be adopted by Trade Unions (10)

QUESTION 8

Compare and contrast the following approaches to labour relations; a) Unitary, b) Pluralist and c) Radical Approach.

(15)

QUESTION 9

Discuss the different variables influencing the type of union structure established (12)

THE END