



PAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY

FACULTY OF COMMERCE, HUMAN SCIENCES AND EDUCATION
DEPARTMENT OF GOVERNANCE AND MANAGEMENT SCIENCES

QUALIFICATION: BACHELOR OF HUMAN RESOURCES MANAGEMENT HONOURS	
QUALIFICATION CODE: 08BHRMH	LEVEL: 8
COURSE CODE: ADR811S	COURSE NAME: ADVANCED INDUSTRIAL RELATIONS
DATE: JUNE 2023	PAPER: 1
DURATION: 3 HOURS	MARKS: 100

SECOND OPPORTUNITY QUESTION PAPER	
EXAMINER(S)	Ms. Fiina Shimaneni Mr. Elias Kandjinga
MODERATOR:	Dr Felix Musukubili

INSTRUCTIONS
1. Answer ALL the questions. 2. Write clearly and neatly. 3. Number your answers clearly.

PERMISSIBLE MATERIALS

1. Test paper
2. Examination script

THIS QUESTION PAPER CONSISTS OF 2 PAGES (Including this front

SECTION A

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Question 1

1.1 Provide a discussion of the meaning and characteristics of Industrial and Labour Relations. (10)

1.2 Discuss power in negotiations and its determinants. (10)

1.3 Identify at least two legislations that complement the Namibian Labour Act, No.11 of 2007 and provide a brief discussion of how they contribute to creating conducive employment and labour relations in the country. (10)

1.4 Discuss the statement: The quality of the general ethical climate in any organisation directly affects the labour relations climate in an organisation. (10)

Section B

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Question 2

2.1 Comprehensively articulate the Unitarist and Pluralist approaches in industrial and labour relations. (20)

2.2 In the employment relationship, each of the parties has duties or obligations to the other. Articulate the duties of each of the parties to the tripartite employment relationship. (20)

2.3 Explain the major factors that lead to a differentiation in earnings (wage differentials). (20)

GOOD LUCK!