



PAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY

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

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| QUALIFICATION: BACHELOR OF HUMAN RESOURCES MANAGEMENT HONOURS | |
| QUALIFICATION CODE: 08BHRMH | LEVEL: 8 |
| COURSE CODE: ADR811S | COURSE NAME: ADVANCED INDUSTRIAL RELATIONS |
| DATE: JULY 2024 | PAPER: 1 |
| DURATION: 3 HOURS | MARKS: 100 |

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

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| INSTRUCTIONS |
| <ol style="list-style-type: none">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

[40]

Question 1

1.1 Differentiate between the following concepts: (10)

a) work

b) job

c) employment

1.2 Briefly explain how the constitution of the Republic of Namibia influence the labour relations in the country. (10)

1.3 Explain the nature of conflict in the employment relationship. (10)

1.4 Outline the four dimensions of labour flexibility that may be considered within an organisation. (10)

Section B

[60]

Question 2

2.1 Collective bargaining remains an integral part of constructive employment relations. Discuss the various organisational rights extended to registered trade unions. (20)

2.2 Discuss the role of the negotiator, and key competences necessary to fulfil that role. (20)

2.3 Discuss the three principles of good and ethical labour relations practices. (20)

GOOD LUCK!