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DMI-ST. EUGENE UNIVERSITY
DEGREE EXAMINATION – DECEMBER – 2022

SEM: VIII 550MG008 LABOUR LAW AND INDUSTRIAL RELATIONS

Time: 3 Hours

Max. Marks: 100

Answer any Five questions (5 x 20 = 100 Marks)

1. a) Define Industrial Relations. (2marks)
b) An Astria technology is planning to establish a tablet assembly plant in Zambia. Explain the scope of industrial relations. (6 Marks)
c) Discuss the importance of Industrial Relations in any organization of your choice. (8 Marks)
d) State the meaning of Dispute Settlement. (4 Marks)
2. a) Define “Lockouts,” (2 Marks)
b) You have been appointed as a Trade Union Chairperson; Discuss how you would reduce Strikes among employees. (10 Marks)
c) Ms. Rabeca Nkhoma has been appointed as the Board Chair for ZESCO LTD, Discuss the ways in which you can prevent strikes among ZESCO employees. (8 Marks)
3. a) Write short notes on Trade Union. (5 Marks)
b) Using any Trade Union of your choice in Zambia. Discuss the functions of Trade Unions (8Marks)
c) Explain the challenges that are faced by Trade Unions in Zambia. (7 Marks)
4. a) Write notes on Collective Bargaining. (5Marks)
b) Write notes on Grievance Management. (5Marks)
c) Discuss the advantages of grievance management in Zambian companies. (10Marks)
5. a) Write notes on the Minimum Wages. (2 Marks)
b) You have been given with a task of recruiting graduates from a named university. Discuss the importance of having a minimum wage in the country. (8 Marks)
c) Natota has been appointed as board chair for one of the prominent companies. Explain the merits of improving the conditions of services of employees. (10 Marks)
6. a) Define Tripartite bodies. (2 Marks)
b) Discuss the relevance of having a healthy Industrial relation. (6Marks)

c) You have been appointed as the Human Resource manager for Varun Beverages Zambia.

Discuss the Functions of Industrial Relations (8Marks)

d) Briefly explain in brief on the concept of Industrial relations. (4Marks)

7. a) Define “Industrial Dispute”. (2 Marks)

b) Discuss in brief on Strikes. (6 Marks)

c) Discuss in detail the causes of strikes in most companies in Zambia. (12 Marks)