

QP CODE 2085500804

Reg.No

--	--	--	--	--	--	--	--	--	--



DMI-ST. EUGENE UNIVERSITY

ZAMBIA

DEGREE EXAMINATION – DECEMBER 2023

Semester: VIII

550 MG008 LABOUR LAWS & INDUSTRIAL

Time: 3:00 Hours

Max. Marks: 100

Answer any FIVE Questions (5 x 20 = 100 Marks)

1. a) State the work of an Industrial Relations manager. (2 Marks)
b) Discuss the challenges faced in Industrial relations. (8 Marks)
c) Discuss in detail the Common Contemporary Issues arising In Industrial Relations. (10 Marks)
2. a) State the meaning of “Industrial Dispute”. (2 Marks)
b) Explain the concept of Strikes. (6 Marks)
c) What are the causes of strikes in Zambia? (12 Marks)
3. a) Explain the Advantages of Trade Unions. (8 Marks)
b) Explain the disadvantages of Trade Unions. (8 Marks)
c) Discuss in brief on labor Unions. (4 Marks)
4. a) Define Collective Bargaining. (5 Marks)
b) What is Grievance Management? (5 Marks)
c) Discuss the advantages of grievance management in Zambian companies. (10 Marks)
5. a) Explain how you would improve the working environment of your workers? (8 Marks)
b) Discuss the importance of having labor laws in Zambia. (10 Marks)
c) Discuss the relevance of pensions among employees. (2 Marks)
6. a) Define “Lockouts,” (2 Marks)
b) 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)
7. a) What are Trade Union? (5 Marks)

- b) Discuss the functions of Trade Unions. **(8 Marks)**
- c) Explain the challenges that are faced by Trade Unions in Zambia. **(7 Marks)**