

INDUSTRIAL RELATIONS EXAM QUESTIONS AND ANSWERS

THE UNIVERSITY OF ZAMBIA SCHOOL OF EDUCATION

DEPARTMENT OF ADULT EDUCATION AND EXTENSION STUDIES

HRM 2210: INDUSTRIAL RELATIONS

INSTRUCTIONS:

- 1. Answer any four questions.**
 - 2. Each question carries 25 Marks**
 - 3. Duration: 2 Hours**
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QUESTION ONE

Differentiate among Industrial relations, Labour relations, and Employee relations (25 Marks)

Answer

Industrial relations is a system of rules regulating employment and the ways in which people behave and relate to each other at the place of work. Industrial relations is the relationship that exists between industries and the society in a country. The relationship between the two is very important in the life of any nation, because industries provides the engine for development. Industries creates great wealth, which through employment and other means is distributed throughout the society. Industrial relations requires the government intervention in the relationship that exists between the society and the industries.

Labour relations is the relationship that exist at organisational level, between the organisation and the workers from the community in which the organisation operates. Labour relations consists of four elements as listed below;

- An environment context
- Employees and their unions, management and government
- Rules and regulations which trade unions and management use to interact and resolve their disagreements
- An ideology, for example a capitalist system or a socialist system

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Mike Jess



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Industrial Relations Exam Questions And Answers Australia: Bestsellers in 2023 The year 2023 has witnessed a noteworthy surge in literary brilliance, with numerous captivating novels captivating the hearts of readers worldwide. Lets delve into the realm of top-selling books, exploring the engaging narratives that have captivated audiences this year. Industrial Relations Exam Questions And Answers Australia : Colleen Hoover's "It Ends with Us" This touching tale of love, loss, and resilience has gripped readers with its raw and emotional exploration of domestic abuse. Hoover masterfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can succeed. Uncover the Best : Taylor Jenkins Reid's "The Seven Husbands of Evelyn Hugo" This captivating historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reid's absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Industrial Relations Exam Questions And Answers Australia : Delia Owens' "Where the Crawdads Sing" This mesmerizing coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens weaves a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These popular novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of captivating stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is an exceptional and thrilling novel that will keep you wondering until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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