

**COVENANT UNIVERSITY
NIGERIA**

*TUTORIAL KIT
OMEGA SEMESTER*

**PROGRAMME: INDUSTRIAL
RELATIONS & HUMAN
RESOURCE MGT.**

COURSE: IRH 324

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IRH 324: Trade Unions and Employer Associations

- 1. What do you understand by the word “Trade Union?”**
- 2. What are the features of early trade union?**
- 3. Why do workers join trade union?**
- 4. What are the Economic, Political, and Social/Educational functions of trade union?**
- 5. What are the contributions of the following writers to the theories of trade unionism?**
 - i. The Webbs theory**
 - ii. Karl Marx theory**
 - iii. John Commons theory**
 - iv. Selig Perlman theory**
- 6. Differentiate between internal democracy and oligarchy**
- 7. The structure of trade unions can be analysed from various perspectives. Identify and justify these areas.**
- 8. Itemize any five reasons why 1976-1978 restructuring of trade unions policy by Federal Government came into existence.**
- 9. Certain factors identified as influencing union growth up to 1976. Enumerate and discuss these factors.**
- 10. Discuss at least four each of the political and social functions of trade unions.**
- 11. Differentiate between Industrial Arbitration Panel and National Industrial Court?**
- 12. What are the Education/Training and Advisory services rendered by NECA to its members?**
- 13. What is collective bargaining?**
- 14. Differentiate between the following collective bargaining strategies;**
 - i. Distributive Bargaining**
 - ii. Integrative bargaining**
 - iii. Attitude Bargaining**
 - iv. Intra-organizational bargaining**