

COVENANT UNIVERSITY

TUTORIAL KIT

PROGRAMME: IRH

ALPHA SEMESTER

200 LEVEL



Raising A New Generation Of Leaders

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IRH 212: INDUSTRIAL RELATIONS 1

COVENANT UNIVERSITY

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P.M.B 1023, OTA, OGUN STATE, NIGERIA.

TITLE OF EXAMINATION: B.Sc EXAMINATION

COLLEGE: CBSS

SCHOOL: Business

DEPARTMENT: Business Management SESSION: 2014/2015 SEMESTER: ALPHA

COURSE CODE: IRH 212 CREDIT UNIT: 3

COURSE TITLE: INDUSTRIAL RELATIONS 1

INSTRUCTION: QUESTION ONE (1) is compulsory. Attempt any other THREE (3) questions.

TIME: 2 ½ HOURS

Question 1

(a) Scholars have stated that collective bargaining is central to industrial relations. Based on this assertion, critically discuss the concept of collective bargaining and highlight its importance to employers, employees and the society at large.

(15 marks)

(b) Enumerate the types of strike actions .

(10 marks)

Question 2

(a) An organization has been unable to resolve conflict using internal mechanisms. Discuss in detail the third party processes that may lead to conflict resolution.

(5 marks)

(b) Explain the styles of managing conflict in the workplace

(5 marks)

(c) In trade unionism, who is referred to as a 'shop steward'? State five (5) qualities that a shop steward should possess.

(5 marks)

Question 3

(a) Commentators have argued that trade unions may be relevant for social re-engineering. Given the Nigerian context, analyze the challenges that trade unions combat with.

(7.5 marks)

(b) Discuss seven (7) characteristics that can be attributed to the concept of collective bargaining.

(7.5 marks)

Question 4

(a) Explain seven (7) assumptions that differentiates the Unitarist theory from the Pluralist theory in industrial relations.

(7.5 marks)

(b) State seven (7) types of employee misconduct.

(7.5 marks)

Question 5

(a) A construction company has hired ten (10) casual workers for a construction project. At the point of recruitment, there was no contractual agreement signed. Upon completion of the project, the company refused to pay the workers. These workers have decided to embark on a strike action. In your opinion, do you think the strike action can be effective, given their peculiar

employment status? Justify your opinion on this matter.

(5 marks)

(b) According to Fashoyin (1988), there are four (4) basic types of trade unions. Enumerate and discuss their composition.

(4 marks)

(c) Explain the three (3) levels of collective bargaining. Examples are necessary.

(6marks)

Question 6

As a human resource manager, you have been invited to speak at an international conference on two (2) contemporary issues in industrial relations. The issues are:

(i) Glass Ceiling and discrimination of women in the Nigerian workplace

(5 marks)

(ii) The need for equal opportunity act/legislation in Nigeria

(5 marks)

Share your perspective and proffer practical strategies to address these issues.

(b) Why do human resource managers need to study industrial relations?

(5 marks)