COURSE CODE: MBA833
COURSE TITLE: INDUSTRIAL RELATIONS
CREDIT UNIT: 3
INSTRUCTIONS: 1. Indicate your Matriculation Number Clearly
                     2. Attempt question one (1) and any other three (3) questions
                     3. Question one (1) is compulsory and carries 25 marks, while the other questions carry 15marks each.
                     4. Present all your points in a coherent and orderly manner.

TIME: 2hrs 30mins

QUESTION ONE

How can the following theories of trade unionism be applied in contemporary labour movements? **5marks each**

- i) The Webbs Theory
- ii) The Selig Perlman's Theory
- iii) Karl Marx's Theory
- iv) Robert Hoxies' Theory
- v) Dunlop's System Theory of Industrial Relations (1958)

QUESTION TWO

a) You are hired as HR consultant to a manufacturing company experiencing labour dispute with employees and its labour union. As part of your role, you are required to explain the different styles of collective bargaining with recommendations to the management. **8marks**

b) How can an organization effectively implement collective bargainin for mutually beneficial agreement with its employees? **7marks**

QUESTION THREE

a) Explain the concept of workplace forums and their key functions in facilitating effective communication and collaboration within organizations. **7.5marks**

b) What are the practical benefits and drawbacks of implementing workplace forums. **7.5marks**

QUESTION FOUR

a) Define industrial relations and identify the key actors involved in the field. **7.5marks**

b) Highlighting key parties to industrial relations' roles in managing workplace dynamics and resolving conflicts. **7.5marks**

QUESTION FIVE

Within the context of industrial relations, explain the following: **3marks each**

- i) International Labour Organisation (ILO)
- ii) National Directorate of Employment NDE)
- iii) Nigeria Employers' Consultative Association (NECA)
- iv) Employer's Association
- v) Nigeria Labour Congress