

**UNIVERSITY OF SWAZILAND**  
**FACULTY OF COMMERCE**  
**DEPARTMENT OF BUSINESS ADMINISTRATION**  
**RE-SIT/SUPPLEMENTARY EXAMINATION**  
**ACADEMIC YEAR 2017/2018**

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**TITLE OF PAPER:** Industrial Relations Practice and Institutions/Industrial Relations II

**DEGREE AND YEAR:** Bachelor of Commerce III

**COURSE NUMBER:** BUS336/BA309/IDE-BA 309/IDE- BA411

**TIME ALLOWED:** Three (3) hours

**INSTRUCTIONS**

1. THIS PAPER CONSISTS OF SECTION (A) AND (B)
2. THE CASE STUDY SECTION (A) IS COMPULSORY
3. ANSWER ANY THREE QUESTIONS FROM SECTION B

**NOTE:** You are reminded that in assessing your work, account will be given of the accuracy of language and the general quality of expression, together with the layout and presentation of your final answer.

**THIS PAPER MUST NOT BE OPENED UNTIL THE INVIGILATOR HAS GRANTED PERMISSION.**

**GOOD LUCK !!!**

**SECTION A CASE: UNISA Bureau for Market Research (COMPULSORY)**

**Read the case scenario below and answer the questions that follow.**

The UNISA Bureau for market research made a presentation in late 2001 that yielded the following predictions:

1. By 2010, the population of South Africa would have decreased by 4-8 million people due to AIDS;
2. The country has already lost more than 4 million highly skilled people and entrepreneurs due to the disease and it is also a reason for a large proportion of emigration figures;
3. HIV/AIDS will contribute to a strong growth in unemployment and poverty by 2010, as well as a decline in business confidence and fixed domestic investments, negatively affecting economic growth and development; and
4. Expenditure and saving patterns will be negatively affected

Required:

- a) With practical illustrations, explain initiatives taken by organisations in the prevention and management of HIV/AIDS ?15 marks
- b) What are the other major Health and Wellness challenges at the workplace 10 marks
- c) Why should organisations bother about health and wellness of their employees? .15 Marks

**Total**

**40 marks**

**Case adapted from Landis H. and Grossett L. (2005) *Employment and the Law: a Practical Guide for the Workplace*, 2<sup>nd</sup> ed.pp.236-237**

**SECTION B**

**(Answer any three (3) questions from this section)**

**Question Two**

According to Dubbin 1964, "Collective Bargaining is the most important intervention ever introduced in promoting a harmonious labour relationship at the workplace". From the Swaziland experience, critically evaluate his statement. In your discussion, you are expected to pinpoint challenges and how Collective Bargaining has led to major improvements in Industrial Relations and other socio-economic developments.

**(20 marks)**

**Question Three**

"Often Negotiations do not yield desirable outcomes mainly because of withdrawal and deadlock encounters". Nonetheless, the parties are encouraged to follow four major stages. Discuss the stages **(20 marks)**

**Question Four**

Explain the different workers participation programmes and their effectiveness in promoting a harmonious industrial relations climate **(20 marks)**

**Question Five**

Discuss the different conflict manifestations in Swaziland and their consequences.

**(20 marks)**

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