

The National University of Lesotho
MSC Examinations
SOC523 – 3B: INDUSTRIAL RELATIONS - EXAMINATION

May, 2011

Marks : 100

Time: 3 Hours

Instructions:

- a) The paper contains 6 questions. The student must answer any 4 of the 6 questions;**
- b) Each question carries 25 marks;**

QUESTION 1

Conflict is pervasive in human relationship and inherent in industrial relations as well. What factors tend to aggravate conflict situations in industrial relations and what can be done to reduce the potential for conflict manifesting into a dispute?

[25]

QUESTION 2

The system of industrial relations has traditionally been approached from different perspectives which generally depended on collective attitudes, societal norms and institutional outlooks. Describe the approaches that are being taken in modern industrial relations systems.

[25]

QUESTION 3

Describe the three main actors in labour/industrial relations and discuss their challenges

[25]

QUESTION 4

Describe what the process of collective bargaining entails. What are the key features of collective bargaining contained in the Lesotho Code of Good Practice on Collective Bargaining?

[25]

QUESTION 5

Describe how the initiatives for the promotion of sound labour relations by the International Labour Organisation (ILO) are different from the advances taken at national level.

[25]

QUESTION 6

State briefly the Lesotho labour relations institutional framework and policy positions in the following areas:

- Labour inspection [5]
- Labour relations tripartite governance structures [7]
- Formation and termination of employment contract [8]
- Labour dispute resolution [5]

[25]

End of paper.