



BOWEN UNIVERSITY, IWO
(OF THE NIGERIAN BAPTIST CONVENTION)
COLLEGE OF MANAGEMENT AND SOCIAL SCIENCES (COMSS)
INDUSTRIAL RELATIONS AND PERSONNEL MGT PROGRAMME
B.Sc. INDUSTRIAL RELATIONS AND PERSONNEL MGT DEGREE
2023/2024 SECOND SEMESTER EXAMINATION

COURSE CODE: EHR 102
COURSE TITLE: INTRODUCTION TO EMPLOYMENT RELATIONS
CREDIT: 3
TIME: 3 HOURS
INSTRUCTIONS: ANSWER QUESTION ONE AND ANY OTHER **THREE** QUESTIONS
DATE: JUNE 2024

- 1a. Discuss typical workplace elements that form the basis of employment relationships between employees and managers (9 Marks)
- 1b. Explain the common benefits that an employee relation's strategy can provide. (10 Marks)
- 1c. Highlight any six (6) employee relations issues. (6 Marks)

- 2a. Explain some tips that help to create a more meaningful and sustainable recognition and reward system in a workplace. (9 Marks)
- 2b. Give any six (6) reasons that employee relations programme is essential in an organisation. (6 Marks)
- 3a. Discuss any five (5) ways to improve employee relations. (10 Marks)
- 3b. Highlight the employee relations strategies. (5 Marks)

- 4a. Discuss the main employee relations process flowchart. (6 Marks)
- 4b. Explain the fundamental employee relation process steps that help to measure the effectiveness of the solutions. (6 Marks)
- 4c. Explain briefly the employee relations process. (3 Marks)

- 5a. Highlight any six (6) differences between employment relations department and human resources department. (9 Marks)
- 5b. Discuss how data analytics will help to transform employee relations. (6 Marks)
- 6a. Discuss the most constructive principles to adhere to in order to make the disciplinary and grievance procedures of an organisation to be efficient, meaningful, and effective. (10 Marks)
- 6b. Highlight the tips to improve employee communication in your organization. (5 Marks)