



**BOWEN UNIVERSITY, IWO**  
**(OF THE NIGERIAN BAPTIST CONVENTION)**  
**COLLEGE OF MANAGEMENT AND SOCIAL SCIENCES (COMSS)**  
**BUSINESS ADMINISTRATION PROGRAMME**

**B.Sc. INDUSTRIAL RELATIONS AND PERSONNEL MANAGEMENT DEGREE**  
**2022/2023 SECOND SEMESTER EXAMINATION**

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**COURSE CODE:** IRP 204  
**COURSE TITLE:** EMPLOYMENT RELATIONS LAW  
**CREDIT:** 2  
**TIME:** 2 HOURS  
**INSTRUCTIONS:** ANSWER QUESTION 1 AND ANY OTHER 2 QUESTIONS  
**DATE:** JUNE 26, 2023

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- 1a. Every individual employed is entitled to various rights at work. Explain in details right at work in employment relations. (10 marks)
- 1b. Describe in details employees right to strike (10 marks)
- 1c. The government plays different roles in employment relations in Nigeria. Describe the roles government play in employment relations in Nigeria. (10 marks)

2. The components that are responsible for favourable employment relations in Nigeria can be grouped into Legal framework and Institutional framework. Explain in details four types of institutional frameworks. (20 marks)

- 3a. Define compensation (5 marks)
- 3b. Determining compensation or designing any compensation plan is critical in any organization. Explain in details factors to be considered in determining compensation and benefits in an organization. (15 marks)

- 4a. Explain the characteristics of government intervention in employment relations. (15 marks)
- 4b. Describe employees right to work (5 marks)

- 5a. Discuss Job security (5 marks)
- 5b. Discrimination in the workplace occurs when an employee is treated unfavorable in the workplace. Explain 5 types of discriminations employees can face in the organization. (15 marks)