



**BOWEN UNIVERSITY, IWO**  
College of Management and Social Sciences  
Industrial Relations & Personnel Management Programme  
Second Semester 2021/2022 Examination

<b>Level</b>	: 300
<b>Course Title</b>	: Advanced Employment Relations
<b>Course Code</b>	: IRP 302
<b>Credit</b>	: 3
<b>Instruction</b>	: Answer Question 1 and any other three (3) Questions
<b>Time Allowed</b>	: 2 Hours, 30 Minutes
<b>Date</b>	: Friday, 8 <sup>th</sup> July, 2022

1. Discuss the following key employment law terms in Nigeria
  - a. Minimum wages (5 Marks)
  - b. Health and safety regulation (5 Marks)
  - c. Employment contract (5 Marks)
  - d. Annual leave (5 Marks)
  - e. Discrimination and equality (5 Marks)
  
- 2a. Industrial disputes are sometimes observed as a result of poor industrial relations in the organisation. Discuss. (5 Marks)
  
- 2b. Extensively discuss the economic and managerial factors as a cause of industrial disputes. (10 Marks)
  
3. Expatriate on the following two major outcomes of industrial disputes:
  - a. Strike (10 Marks)
  - b. Lockouts (5 Marks)
  
- 4a. What are the roles and objectives of trade union in employment relations? (7<sup>1/2</sup> Marks)
  
- 4b. Explain the major characteristics of trade unions (7<sup>1/2</sup> Marks)
  
5. Elaborate on the following theories of industrial relation
  - a. Unitarist theory (5 Marks)
  - b. Conflict Theory/pluralism (5 Marks)
  - c. Social theory (5 Marks)