



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

<b>Level</b>	: 200
<b>Course Title</b>	: Introduction to Employment Relations
<b>Course Code</b>	: IRP 201
<b>Instruction</b>	: Answer Question One & Any Other Three
<b>Time Allowed</b>	: 2 <sup>1/2</sup> Hours
<b>Date</b>	: 10 <sup>th</sup> March, 2022

- 1 (a) Given views in the literature, what is industrial and employment relations? (15 Marks)
- (b) Mention and explain any 5 reasons for studying the course (10 Marks)
2. (a) Mention 5 theories of employment relations (5 Marks)
- (b) Explain any 5 theories of employment relations and what you could learn from the theories (10 Marks)
- 3 (a) What are trade unions? (5 Marks)
- (b) Mention and explain any 5 functions of trade unions in Nigeria (10 Marks)
- 4 (a) What is industrial conflict? (5 Marks)
- (b) Mention and explain any 5 examples of issues of industrial conflict in Nigeria's world of work and suggest solutions (10 Marks)
5. (a) What is conflict (5 Marks)
- (b) Explain statutory and voluntary mechanisms of conflict resolution to promote industrial peace and harmony in Nigeria (10 Marks)
6. (a) Define industrial strike (5 Marks)
- (b) Constant strike actions is common in Nigeria. Mention and explain any 5 ways to promote industrial peace in the Country (10 Marks)
7. (a) What is industrial democracy? (5 Marks)
- (b) Given experiences through comparative employment relations from developed Countries, how can Nigeria's world of work fosters industrial democracy in the country? (10 Marks)