



BOWEN UNIVERSITY, IWO

College of Management and Social Sciences

Industrial Relations & Personnel Management Programme

Second Semester 2021/2022 Examination

Level	: 300
Course Title	: Advanced Employment Relations
Course Code	: IRP 302
Credit	: 3
Instruction	: Answer Question 1 and any other three (3) Questions
Time Allowed	: 2 Hours, 30 Minutes
Date	: Friday, 8 th 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^{1/2} Marks)

- 4b. Explain the major characteristics of trade unions (7^{1/2} 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)