



BOWEN UNIVERSITY, IWO
College of Management and Social Sciences
Business Administration & IRPM Programmes
Second Semester 2021/2022 Examination

Level	: 300
Course Title	: Foundation of Industrial & Employment Relations
Course Code	: BUS 316
Credit	: 3
Instruction	: Answer Question 1 & any other three Questions.
Time Allowed	: 2 Hours, 30 Minutes
Date	: Monday, 18 th July 2022

1. (a) From various views in the literatures, what is industrial and employment relations? (15 Marks)
(b) Mention and explain any 5 reasons for studying the programme. (10 Marks)
2. (a) Define Theory (2^{1/2} Marks)
(b) Given some of the theories of industrial and employment relations, identify any 5 of these theories and explain what we can learn from them (12^{1/2} Marks)
3. (a) List any five (5) environmental factors that can affect industrial and employment relations (5 Marks)
(b) Explain any five (5) environmental factors affect industrial and employment relations in a given country like Nigeria? (10 Marks)
4. (a) Who are the actors of the world of work from the views of Craig and Dunlop in the tripartite structure of industrial and employment relations? (5 Marks)
(b) Mention and explain any 5 roles of any of the actors in the tripartite structure. (10 Marks)
5. (a) What are trade unions? (5 Marks)
(b) Mention and explain any 5 functions of trade unions (10 Marks)
6. (a) What is industrial conflict? (5 Marks)
(b) Mention and explain some of the factors responsible for industrial conflict in Nigeria and suggest solutions. (10 Marks)
7. (a) What is voluntary and statutory mechanisms of conflict resolution? (5 Marks)
(b) Briefly explain the operations of voluntary and statutory mechanisms of conflict resolution (10 Marks)