



ZIMBABWE

**MINISTRY OF HIGHER AND TERTIARY EDUCATION,
INNOVATION, SCIENCE AND TECHNOLOGY
DEVELOPMENT**

**HIGHER EDUCATION EXAMINATIONS COUNCIL
(HEXCO)**

NATIONAL DIPLOMA

IN

HUMAN RESOURCES MANAGEMENT

SUBJECT: Industrial Law

PAPER NO: 526/15/S05

DURATION: 3 Hours

MARCH/APRIL 2023 EXAMINATION

REQUIREMENTS

INSTRUCTIONS TO CANDIDATE

- 1. Answer any five (5) questions.**
- 2. All questions carry equal marks.**

This paper consists of 2 printed pages.

QUESTION 1

Explain any five (5) circumstances which lead to termination of employment.
(20 marks)

QUESTION 2

Evaluate any five (5) differences between an independent contractor and an employee.
(20 marks)

QUESTION 3

Explain the following terms:

- a) Strike (4 marks)
- b) Picketing (4 marks)
- c) Conciliation (4 marks)
- d) Arbitration (4 marks)
- e) Lock-out (4 marks)

QUESTION 4

Explain five (5) reasons why the labour court deals with employment disputes instead of ordinary courts of law.
(20 marks)

QUESTION 5

Discuss any five (5) fundamental rights of employees in the work place.
(20 marks)

QUESTION 6

Explain the following terms:

- a) Show cause order (10 marks)
- b) Disposal order (10 marks)

QUESTION 7

As a Human Resources Officer of P and Q Pvt Ltd, explain the retrenchment procedure you will follow to retrench your employees.
(20 marks)

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