



ELIZADE UNIVERSITY, ILARA-MOKIN, ONDO STATE

FACULTY: SOCIAL AND MANAGEMENT SCIENCES

DEPARTMENT: HUMAN RESOURCE MANAGEMENT

SECOND SEMESTER EXAMINATION

2018/ 2019 ACADEMIC SESSION

COURSE CODE: HRM 302

COURSE TITLE: COLLECTIVE BARGAINING

DURATION: 2 HOURS 30 MINUTES

INSTRUCTION: ANSWER THREE QUESTIONS ONLY

- 1a. What do you understand by social dialogue and collective bargaining?
- 1b. With the aid of a clear diagram, critically analyse the simple bargaining process model. State five conditions for effective collective bargaining process.
- 2a. Discuss this statement: Chamberlain and Kuhn Theory (1965) view bargaining from three different perspectives: means of contracting for the sale of labour, the rule process (governmental concept) and functional relationship between the actors (industrial management concept).
- 2b. Differentiate between single employer bargaining and multi-employer bargaining. Highlight their importance to employees and employers.
- 3a. The outcome of a good collective bargaining is called collective agreement. Discuss these outcomes and list at least five contents of each outcome.
- 3b. Discuss the dimensions of bargaining structure that are important in understanding how collective bargaining process works?
- 4a. List and discuss accordingly the stages involve in collective bargaining process.
- 4b. Be it individual bargaining or collective bargaining, discuss its objectives. State the features of a good collective bargaining process.
- 5a. On a bargaining table, explain five negotiation strategies and five bargaining tactics that you will use in order to have a strong bargaining power.
- 5b. Explain the functions of the parties involved in social dialogue process. Highlight the conditions for effective social dialogue.