



STAMFORD COLLEGE

SCHOOL OF HUMAN RESOURCE MANAGEMENT DIPLOMA IN HUMAN RESOURCE MANAGEMENT

DHRM 725 : EMPLOYMENT RELATIONS

Date : 04 September 2007 (Tuesday)

Time : 9.30 pm – 12.30 pm

Duration: 3 hours

Instructions to Candidates

Answer **FOUR (4)** out of **SIX (6)** questions.

Please ensure that this examination paper contains **SIX (6)** questions on **ONE (1)** printed page before you start the examination.

Books, papers and other written materials are not allowed to be brought into the examination hall. A candidate who violates the examination rules of Stamford College or commits a malpractice will be disqualified from the examination.

Candidates may use calculators provided the calculators give no printout, have no work display facilities, are silent and cordless.

Write your Examination Index Number on each page of your answer booklet.

Answer FOUR out of SIX questions.

Question 1

What are the roles and functions of bodies like MTUC and MEF?

(25 marks)

Question 2

a) What is a trade dispute and what causes such dispute?

(5 marks)

b) What are the methods employed to resolve trade disputes?

(20 marks)

(Total = 25 marks)

Question 3

a) What is domestic inquiry?

(5 marks)

b) What penalties can an employer use to punish an employee?

(15 marks)

c) What is constructive dismissal?

(5 marks)

(Total = 25marks)

Question 4

In what ways can a HR Manager help improve industrial / employment relations in an organisation?

(25 marks)

Question 5

With the help of a diagram, explain the 'Grievance Procedure'.

(25 marks)

Question 6

Explain five (5) examples of the employees discipline problem faced in an organisation.

(25 marks)

-END OF PAPER-