

SOLUTION TO CVE 513 2019/2020
EXAMINATION QUESTION

Question One

a) Discuss the various theories of industrial relation

Solution

Two of these theories describe the relationships in terms of conflict, while the third emphasizes cooperation.

i) Marxist Perspective of Industrial Relations:

The Marxist view of industrial relations is of a clash between the employer (capitalist) and the workers. The employer tries to maximize profit by paying workers as little as he can while striving for a monopoly in his industry to control prices. Workers, on the other hand, believe that they are most vital part of production and strive to get their fair share of profits through the formation of trade unions. The inevitable result of this clash is a worker revolution, where workers take control of companies, eliminating the capitalist altogether.

ii) The Pluralist theory of Industrial Relations:

The relationship between employers and workers is also one of conflict but to the extent Marxism portrays it. Through trade unions, workers argue for higher wages, increased benefits and better working conditions, while employers want to keep as much money as they can for profit. Rather than violence, however, the two

sides negotiate to reach a middle ground, or equilibrium.

iii) Unitary Theory of Industrial relations: Employers and workers are seen as being on the same team or even the same family. They have the same interests and share the same values and goals. In this model, conflict is seen as distasteful or even evil, and both sides strive for consensus.

1b) Explain the principles of collective bargaining in employer-employee relation.

i) Collective bargaining process should give due consideration to hear the problems on both sides.

ii) Both the employer and employee should analyze the alternatives to arrive at the best solution.

iii) There should be mutual respect between both the parties.

1c) Discuss the actions that can constitute violation of labour laws on the part of a labour union and employers of labour.

i) Not covering workers' injuries on the job.

ii) Misclassification of a worker: Some employers try to minimize the wages paid to that person.

iii) Not ensuring a safe workplace.

iv) Not paying required overtime.

- v) Unpaid bonuses or commissions
- vi) Unpaid vacation time
- vii) Whistleblowing : A whistleblower is someone who reports an illegal activity or an activity that violates company policy.
- viii) Workplace discrimination

Question Two

- a) Discuss the various ways by which a contract may be discharged.
 - i) By performance : When both parties to a contract have both performed their duties and their obligations, then the contract is discharged.
 - ii) By agreement : What has been created by agreement can as well be extinguished agreement.
 - iii) By frustration : Doctrine of frustration is that parties to a contract are excused from further performance of their obligation if some unanticipated event occurs during currency without fault of either party.
 - iv) By Breach : Breach of a contract can be anticipatory whereby one.
 - b) Explain the concept of tort. Torts provide basis for lawsuits and compensation of affected entity for damages suffered.

- 2 c) Discuss the evidences that B-electrical must present in order to establish his case.
- i) B-electrical must prove the existence of the contract.
 - ii) He needs to prove that he performed his obligations or that he has a legitimate reason for not performing.
 - iii) He must prove the other A & Sons failed to perform his part of the contract.
 - iv) He must prove A & Sons' failure to perform caused damages.

- d) Explain the concept that defines the relationship between D&D and MasCad and the associated risks.

The concept is known as subcontractor agreement.

A subcontractor agreement is a contract between contractors or project managers and subcontractors.

A subcontractor is a company or person whom a general contractor, prime contractor or main contractor hires to perform a specific task as part of an overall project and normally pays for services provided to the project.

Risks

Risks

- i) Abrupt demands due to sudden and abrupt demands due to situations you can't control;
- ii) Strict expense reimbursement procedures;
- iii) delayed payments;
- iv) Prohibition on mentioning or promoting your own firm and work in the client.
- v) Often hourly based.
- vi) relatively low fees.

Question Three

- a) Explain the concept of intellectual property rights.

Intellectual property rights are the rights given to persons over the creation of their minds. They usually give the creator an exclusive right over the use of his/her creation for a certain period of time.

- b) How does industrial espionage impact on intellectual property?

~~Industrial espionage is value or quality of the intellectual property~~

The industrial espionage affects the sale/economy of intellectual property

The value of the intellectual property is liable to stain.

- c) What are the essential things that must be included in an application for a patent?
- i) Specification
 - ii) Drawings
 - iii) Model or Specimen
 - iv) Oath of Applicant

d) The handling of intellectual property rights is still faced with some challenges in West Africa. Discuss.

- i) Hegemony Paranoia
- ii) Language Barrier
- iii) Legal system dichotomy
- iv) International border management challenge.
- v) Poor communication network.
- vi) Low level of awareness
- vii) Crime management challenges

Question Four

- a) Distinguish between organizational structure and corporate climate.
- Organizational Structure defines how activities such as allocation, coordination and supervision are directed towards achieving organizational goals/aims. It defines the hierarchy and flow of authority within an organization.
- Organizational Climate is defined as individual employee's perception of the psychological impact of the

of the work environment on his/her well being. 4(b)

i) Organizational context & ~~the reg~~

ii) Structure: this is the framework that establishes formal relationships and delineates authority and functional responsibility.

iii) Process : In every organization certain processes are vital ~~so~~ that it functions.

iv) Physical environment { the external conditions of environment the size, location of the workplace will also affect organizational climate.

v) System values and Norms.

Q3 What are the objectives of ethics in engineering profession?

i) To enable professionals uphold and advance the dignity of the profession.

ii) To guide professionals in the path of honesty and devotion to service to his employer, client and public.

iii) To increase professional competence as well as prestige of the profession.

iv) It serves as basis for disciplinary action against erring professionals.

Q4 What can an engineer do to handle it conflict of interest?

i) Review the conflict of interest declaration

ii) Conflict of interest disclosure

iii) Avoid another employee conflict of interest

iv) Establish a culture of ethics in your workplace to save time, money and stress.

v) Implement a clear code of ethics.

Question Five

a) Discuss the following phases of project management.

i) Implementation: This involves putting the project plan into action. It's here that the project manager will coordinate and direct project resources to meet the objectives of the project plan. This

This is where you and your project team actually do the project work to produce the deliverables.

ii) Execution and Control: Is where the project team build and produce the deliverables required. Is usually the longest phase in the project management life cycle. This phase ends only when the deliverable has met the customer acceptance criteria established in the project plan and a user acceptance document has been signed off.

Question 5

i) Closeout: is to assess the project, ensure completion, and derive any lessons learned and best practices to be applied to future projects. Confirming the project has met all sponsor, customer, and stakeholder requirements, verifying that all deliverables have been delivered and accepted.

b) Project integration: It ensures that the project is properly planned, executed, and controlled, including the exercise of formal project change control. As the term implies, every activity must be coordinated or integrated with every other one in order to achieve the desired project outcomes.

⇒ Project scope: Changes to project scope are often the factors that kill a project. Project scope management includes authorizing the job, developing a scope statement that will define the boundaries of the project, subdividing the work into manageable components with deliverables, verifying that the amount of work planned has been achieved, and specifying scope change control procedures.

⇒ Project risk management: This is the systematic process of identifying, quantifying, analyzing, and responding to project risk.

a) When is a country technologically sufficient?

A country is self-sufficient if it has:

- i Ability to identify a technological process.

- ii Ability to negotiate and acquire the technology.

- iii Ability to set it up.

b) Describe the features of an appropriate technology

- + it is a small-scale technology
- it is simple enough that people can manage it directly on a local level.

- it makes use of skills and technology that are available in a local community to supply basic human needs such as gas and electricity, water, food and waste disposal.

c) Explain the process of technology transfer.

Technology transfer is the process of transferring scientific findings from one organization to another for the purpose of further development and commercialization. The process typically includes:

- Identifying new technologies
- Protecting technologies through patents and copyrights.

- Forming development and commercialisation strategies such as marketing and licensing to existing private sector.

d) What does vertical transfer of technology entail?

When the transfer chain starts from the developed country to the developing countries.

e) Discuss the duties of health and safety office in kligen

- i) Identification of potential hazards to health and safety in workplace.
- ii) Prescription of suitable means for evaluation and control of hazards.
- iii) Investigation of all accidents and institution of correctives actions.
- iv) Provision of guidance for compliance.
- v) Promotion of health and safety awareness.

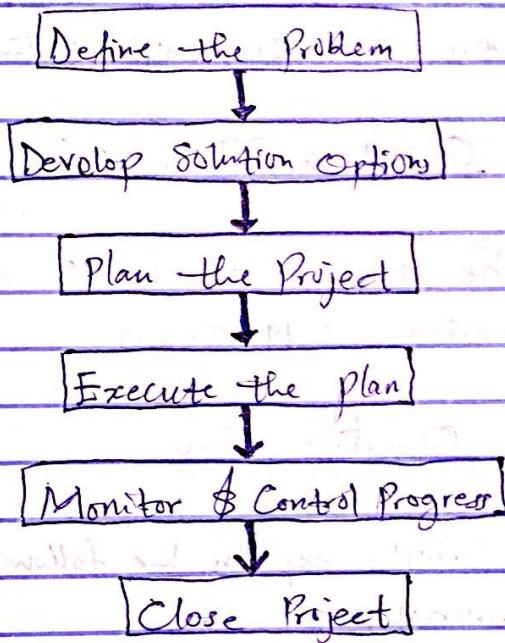
SOLUTION TO CNE 513 2018/2019
EXAMINATION QUESTION

Question One

a) What is project Management?

Project Management is the process of leading the work of a team to achieve goals and meet success criteria at a specified time.

b) Draw a block diagram showing the stages involved in project management.



c) Discuss briefly the various steps in (b) above

i) Define the Problem: This is where the problem to be solved by the project need to identify

ii) Develop solution options: This is the stage where solution to the stated problem is developed.

iii) Plan the Project: The project is planned to an appropriate level of detail. The main purpose is to plan time, cost, and resources adequately to estimate the work needed and to effectively manage risk during project execution.

iv) Execute the plan: The execution phase ensures that the project management plan's deliverables are executed accordingly. While executing we must know what are the planned terms that need to be executed.

v) Monitor and Control: This consists of those processes performed to observe project execution so that potential problems can be identified in a timely manner and corrective action can be taken when necessary, to control the execution of the project.

vi) Close Project: Closing includes the formal acceptance of the project and the ending thereof, finalize all activities across all of the process groups to formally close the project or a project phase.

vii) Identify the nine knowledge areas that project managers should be familiar with in order to be considered professionals.

viii) Project integration management.

- ii) Project scope management
- iii) Project time management
- iv) Project cost management
- v) Project quality control management
- vi) Project human resource management
- vii) Project communication management
- viii) Project risk management
- ix) Project procurement management.

Question Two

a) What does acronym SWOT represent?

S - Strengths

W - Weaknesses

O - Opportunities

T - Threats

b) Explain the term SWOT analysis

SWOT analysis is a useful technique for understanding the strengths, weaknesses, opportunities and threats facing an organization or individual firm. It helps to uncover the opportunities to exploit and by understanding ones weaknesses and strengths one is better positioned to manage or eliminate threats.

c) What are the limitations of SWOT analysis?

- i) It doesn't prioritise issues
- ii) Can produce a lot of information,

- but not all of it is useful.
- ii) It doesn't provide solutions or offer alternative decisions.
- iv) Can generate too many ideas but not help you choose which one is best.

d) Identify three specific items each that may be categorized as internal and external factors.

Internal factors \Rightarrow Strengths & Weaknesses

External factors \Rightarrow Opportunities & Threats

Question Three

The solution is in the solved question 2019/2020.

Question Four

a) Briefly explain the following terminologies:

i) O

i) Offer: This is a definite proposal or undertaking made by one person (party) to another person (party).

ii) Counter Offer: A counter offer moves the offeree to the position of the offerer. It is a modification of the initial offer.

iii) Breach: A breach of contract occurs when one party in a binding

agreement fails to deliver according to the terms of the agreement.

4 b) Identify five sources of Nigerian laws.

- i) Custom
- ii) Legislation
- iii) Decrees
- iv) English Law
- v) Law reports
- vi) Judicial Precedence.

c) Highlight the essential elements of a valid contract.

- i) Offer and acceptance called the agreement
- ii) The form of consideration
- iii) Legal intention
- iv) Reality of Consent.

d) Explain briefly the different ways by which a contract may be discharged.

e) Contracts may be discharged by:

- i) Performance: The contract comes to an end when both parties perform their contractual obligations. Performance must substantially correspond with what the parties agreed allowing for minor or trivial defaults.

- ii) Agreement: The parties themselves can agree to end the contract, form a new contract or vary the original one.

iii) Frustration: A contract automatically comes to an end if it is discharged by frustration.

iv) Breach: Where one of the parties fails to perform their side of the contract the innocent party may be able to terminate the contract and commence proceedings for damages (or other appropriate remedy).

Question five

a) What is ethics?

Ethics refer to moral values that are shared.

Ethics are the moral principles that govern a person's behaviour or the conducting of an activity.

b) State the objectives of ethics in any profession.

- i) To enable professionals upload and advance the dignity of the profession

- ii) To guide professionals in the path of honesty and devotion to service to his employer, client and public

- iii) To increase professional competence as well as prestige of the profession

- iv) It serves as basis for disciplinary action against erring professionals.

c) Identify some specific ethical issues in Nigerian Engineering profession.

- i) Sexual harassment
- ii) Discrimination & Diversity
- iii) Health & Safety
- iv) Data privacy
- v) Accounting practices
- vi) Environmental responsibility

d) Trace the origin of health and safety regulations in Nigeria.

Health and Safety Management in Nigeria has its root in the Factory Acts (1958, 1987 and CAP 16, LFN 1990; CAP. FI LFN 2004).

In principle, the inspectorate division of the Ministry of Labour and Productivity is vested with the responsibility of health and safety management in Nigeria.

e) Highlight the objectives of health and safety regulations.

- i) Promotion of health and safety awareness
- ii) Provision of guidance for compliance

iv). Prescription of suitable means for evaluation and control of hazards.

- v) Investigation of all accidents and institution of corrective actions
- vi) Identification of potential hazards to health and safety in workplace.

Question Six

a) Explain the following

i) Organizational Structure: This defines how activities such as allocation, coordination and supervision are directed towards achieving organizational goals/aims.

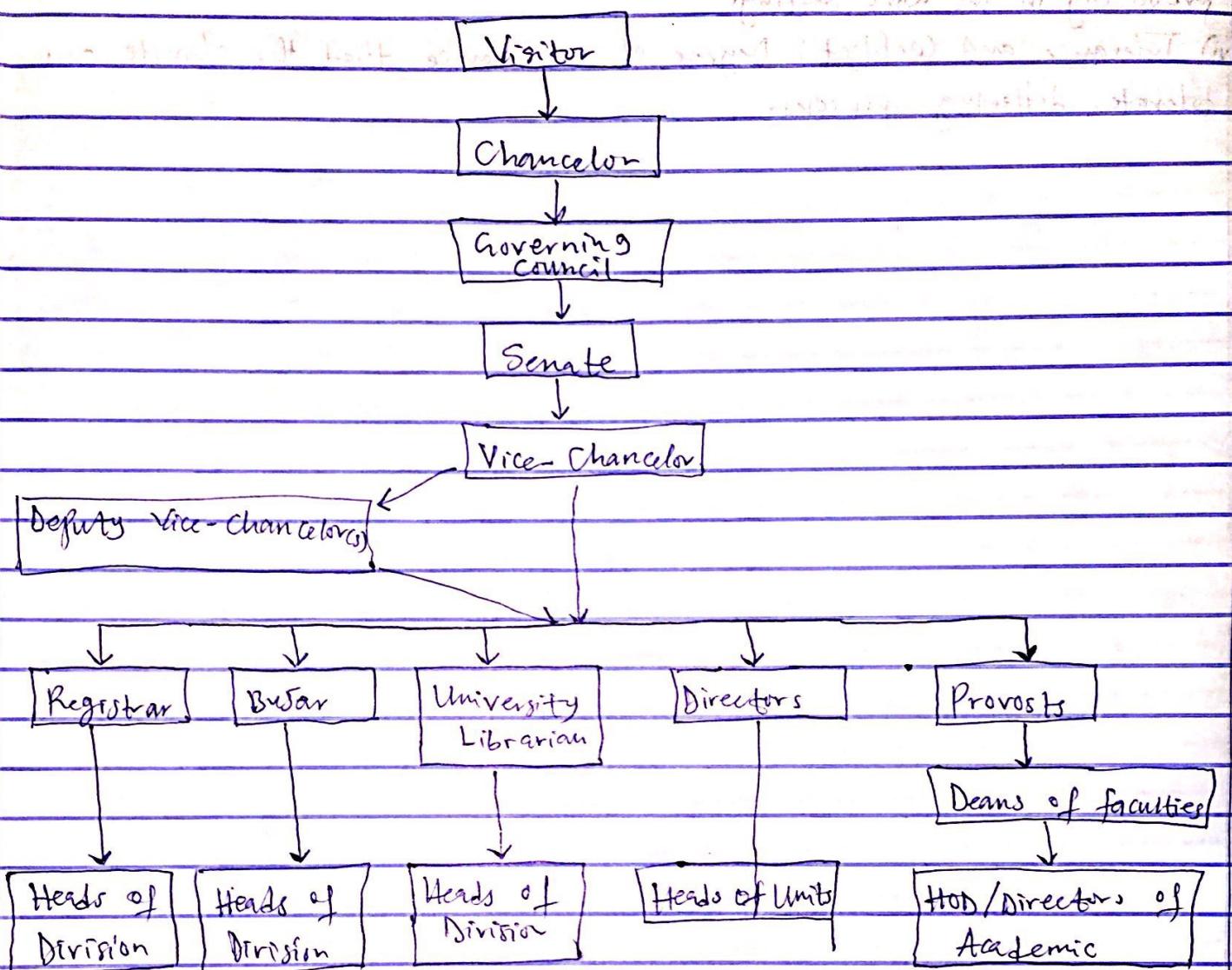
ii) Corporate Climate: Is defined as individual employee's perception of the psychological impact of the work environment on his/her well being.

c) List any four types of Organizational structure.

- i) Line Structure
- ii) Functional
- iii) Staff
- iv) Project Based
- v) Matrix
- vi) Administrative

6 b3

Provide a block diagram of Coms State University Organogram



6d)

Highlight some factors that may affect organizational climate.

- i) Organizational structure: Perceptions of the extent of organizational constraints, rules, regulations, red tape,
- ii) Individual responsibility: feeling of autonomy of being one's own boss,
- iii) Rewards: feelings related to being confident of adequate and appropriate rewards,
- iv) Risk and risk taking: Perception of the degree of challenge and risk in the work situation.

- v) Warmth and Support: Feeling of general good fellowship and helpfulness prevailing in the work setting.
- vi) Tolerance and Conflict: Degree of confidence that the climate can tolerate differing opinions.