



OLABISI ONABANJO UNIVERSITY, AGO-IWOYE, NIGERIA.
FACULTY OF SOCIAL AND MANAGEMENT SCIENCES
DEPARTMENT OF SOCIOLOGY/PSYCHOLOGY

2014/2015 HARMATTAN SEMESTER EXAMINATIONS
B.Sc INDUSTRIAL RELATIONS AND PERSONNEL MANAGEMENT PROGRAMME

COURSE CODE: IPM 307

COURSE TITLE: COLLECTIVE BARGAINING

INSTRUCTION: ATTEMPT ANY THREE QUESTIONS

TIME ALLOWED: 2 HOURS

1. (i) Define Collective Bargaining (10 marks)
(ii) Why is it impossible for employees to achieve their demands from the employers when bargaining is done individually? (15 marks)
2. (i) Present a theory of collective bargaining (15 marks)
(ii) What are the shortcomings of the theory? (10 marks)
3. (i) State and discuss the functions of collective bargaining (15 marks)
(ii) What role do Trade Unions play in collective bargaining? (10 marks)
4. (i) State and discuss in detail five (5) conditions necessary for effective bargaining (20 marks)
(ii) What is Industrial Democracy? (5 marks)
5. Clearly state and discuss five (5) types of Bargaining Relationships (25 marks)