



NATIONAL OPEN UNIVERSITY OF NIGERIA
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja

FACULTY OF MANAGEMENT SCIENCES
DEPARTMENT OF ADMINISTRATION

OCTOBER/NOVEMBER EXAMINATION 2016

COURSE CODE: MBA833
COURSE TITLE: INDUSTRIAL RELATIONS
CREDIT UNIT: 3
INSTRUCTIONS: 1. Attempt question number one (1) and any other three (3).
2. Question number 1 is compulsory and carries 25 marks, while the other questions carry 15 marks each
3. Present all your points in a coherent and orderly manner
TIME ALLOWED: 2^{1/2} Hours

1. (a) Highlight the necessary conditions that must be present for effective industrial relation in organizations? (5 marks)
(b) What are the roles of employers in Industrial Relations? (10 marks)
(c) What are the roles of Trade union and the basics for government intervention in industrial relations? (10 marks)
2. (a) What do you understand by Contract of Employment and its Elements? (8 marks)
(b) Outline the duties of a Master to his worker-servant? (7 marks)
3. (a) What are the obligations of a worker-servant to his employer? (8 marks)
(b) Differentiate between a contract of Employment and that of Apprenticeship? (7 marks)
4. (a) What are the essential terms in a contract of employment? (7 marks)

(b) Under the Industrial Act, what are the provisions/ Regulations of Employment of young persons? (8 marks)

5. (a) Outline the Storey's Role for the personnel function? (8 marks)

(b) List the Brewster and Holt-Larsen's model of Human Resources Management? (7 marks)

6. (a) What is organizational discipline? (7 marks)

(b) Mention and explain steps in Progressive Disciplinary Action? (8 marks)