

**FACULTY OF COMMERCE**

**DEPARTMENT OF MANAGEMENT AND MARKETING**

**Course Outline** for

**MGMT 400/201 Industrial Relations or Labour Relations**

**2nd Semester/Bimester, 2024**

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**Course Description:**

This module seeks to introduce students to the application of fundamental features of the legal regime governing labour rights and industrial relations needed by today’s human resources professionals. It equips students with the analytical skills important in dealing with the labour related issues at different levels.

**Course objectives:**

By the end of this course, students will be able to:

* Apply the labor legislation in an employment relationship
* Analyze disciplinary issues that are rampant in different workplaces.
* Appreciate different approaches used in dispute settlement.
* Appreciate the need to pay particular attention to the labor related issues

**Course contents**:

1. **Understanding Labour Relations**

* Theory and Context
* Approaches to Labour Relations: Unitarist, Pluralist and Marxist Perspectives to Labour Relations
* Historical Background of Labour Relations in Zimbabwe

1. **Parties to Labour Relations**

* The employee
* The employer
* The state

1. **Contract of Employment**

* What is the contract of employment
* Types of employment contracts
* Elements of an employment contract
* Duties of employer and employee
* Termination of employment contract
* Unfair labour practices

1. **Industrial Democracy**

* Employee involvement and participation
* Workers committees, works councils
* Trade Unions
* Federation of Trade Unions
* Employers organisations

1. **Collective Bargaining and Negotiation**

* Levels in collective bargaining
* Approaches to negotiation

1. **Conflict and Dispute Resolution**

* Causes of conflict
* Types of conflict
* Types of disputes: disputes of rights and interests
* Methods of Dispute Resolution: Arbitration, Conciliation, Mediation

1. **Collective Job Action**

* Strikes
* Go-slows
* Work to rule
* Picketing

1. **Disciplinary Handling**

* Employment code of conduct
* Disciplinary Hearing
* Appeals
* Labour court

**ASSESSMENT**

Assessment of the module will be based on:

1. **Continuous assessment**

Continuous assessment will comprise of written assignments, quizzes, group presentations and the Mid-Semester exam which will contribute 40% to the final mark for the module.

1. **Formal examination**

This will be a three hour written paper at the end of the semester. The formal examination will contribute 60% to the final mark for the module. To be allowed to sit for the examination, a student should have satisfactorily performed during the course of study including attending compulsory classes, submitting all the required assignments and participated in tutorials.

**EXAMINATION AND GRADING SCHEME**:

1. There will be a comprehensive final examination 60%
2. Individual Assignment & quizzes 10%
3. Group assignment 10 %
4. Mid- session examinations 20%

Total 100%

**Reading of the textbooks** and other related materials as assigned by the lecturer

**FINAL EXAMINATION**

Key: (**R**) means Remembering, (**U**) Understanding, (**A**) Applying based on Blooms’ Taxonomy Requirements. You cannot expect to get a good grade if you (i) do not study effectively, (ii) miss class, (iii) get to class late and (iv) do not pay attention in class. There is no alternative to hard work and commitment to excellence.

**GRADES AND ITS EQUIVALENT**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Letter Grade** | **Percentage Range** |  | B- | 65-69 |
| A | 90-100 | C+ | 60-64 |
| A- | 80-89 | C | 50-59 |
| B+ | 75-79 | D | 45-49 |
| B | 70-74 | F | 0-44 |

1. **GENERAL INFORMATION ABOUT THE UNIVERSITY**

**PHILOSOPHY**

Solusi University believes that ***human beings were created by God in His own image*** and that, through sin, they became separated from God. However, through the ***redemptive*** work of God’s Son, Jesus Christ, humans can be ***restored*** to a full relationship with God. In keeping with these beliefs, Solusi University gives special emphasis to the **wholistic development** of the individual’s spiritual, mental physical and social faculties.

Also fundamental to Solusi University’s beliefs, is ***the equality and dignity of all humans***, regardless of race, tribe, gender, colour or handicap. We further believe that ***a life dedicated in service*** to God and to fellow human beings constitutes the essence of University’s existence.

**VISION**

*To Attain Excellence in All Aspects of University Life*

**MISSION**

The University exists to provide quality holistic and transformational education based on the Seventh-day Adventist Church philosophy of education in order to equip students for useful service to God and the community, and to enjoy productive lives.

**PURPOSE**

Solusi University exists to set forth within the religious heritage of the Seventh-day Adventist Church students **dedicated to lives of selfless service** for God and man; **to guide in the formation of characters** marked by integrity, loyalty to God and country, self-discipline, responsibility and tolerance; **to develop students’ abilities in critical thinking**; to bring forth acceptable levels of refinement and aesthetic taste; **to encourage respect for the dignity** of labour and to **offer guidance** to the community, church and society.

*HIGHER THAN THE HIGHEST HUMAN THOUGHT CAN REACH IS GOD’S IDEAL FOR HIS CHILDREN-GODLINESS, GODLIKENESS, IS THE GOAL TO BE REACHED* **(Education, p. 18)**

**CORE VALUES**

The University exists believing on its core values such as:

**Christlikeness, Holiness, Love, the Sabbath, Creation, Integrity, Cleanliness, Service and Quality**

***Recommended Reading List***

Bendix S, (1996), **Industrial Relations in South Africa**, Juta and Company Limited, Kenwyn

Blyton P and Turnbull P, (1994), **The Dynamics of Employee Relations**, MacMillan Press limited London.

Gwisai M, (2006), **Labour and Employment Law in Zimbabwe - Relation of Work Under Neo-Colonial Capitalism**, Zimbabwe Labour Centre, Harare

Kessler, I. and Purcell, J. (2003), **Individualism and Collectivism in Industrial Relations: Theory and Practice**, ED P. K. Edwards Oxford: Blackwell Publishing.

Labour Act Chapter (28:01), Re-issue (2006) Government Printers, Harare

Machingambi I, (2007), **A Guide to Labour Law in Zimbabwe, 1st Edition**, I Machingambi Publications

Raftopolous B. and Sachikonye L. (2001), **Striking Back – The Labour Movement and the Post Colonial State in Zimbabwe 1980-2000**, Weaver Press, Avondale, Harare

Salamon M, (2000), **Industrial Relations: Theory and Practice 4th Edition,** Pearson Education Limited, Edinburgh.