

**BOTSWANA COLLEGE OF DISTANCE AND OPEN LEARNING**

**In collaboration with**

**ZIMBABWE OPEN UNIVERSITY**

**Bachelor of Commerce**

**(Human Resources Management & Industrial Relations)**

**Collective Bargaining**

**CB222**

**Sessional Examination**

**Time: 3 Hours**

**Marks: 100**

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**Instructions:**

1. The examination consists of two sections: A and B.
2. Begin each answer to a new question on a new page.
3. Answer questions according to instructions given in each section.
4. Write answers in the answer booklet provided.
5. Write in grammatical English.

**SECTION A - SHORT ANSWER TYPE QUESTIONS**

**[60 MARKS]**

**Answer ALL questions in this section.**

1. Explain the extent to which you agree with the view that the major problem in collective bargaining is the “negotiators’ dilemma”. **(10 marks)**
  
2. a) How does negotiation differ from collective bargaining? **(6 marks)**  
b) Give two functional differences between a Works Council and an Employment Council. **(4 marks)**
  
3. Describe how the BATNA concept is useful in the collective bargaining process. **(10 marks)**
  
4. Compare and contrast distributive bargaining and integrative bargaining. **(8 marks)**
  
5. Explain how all parties to a collective bargaining process are equal. **(6 marks)**
  
6. Write short notes on the following:
  - a) Negotiate in good faith. **(4 marks)**
  - b) Mandating. **(4 marks)**
  - c) Barret’s P.A.S.T Model. **(4 marks)**
  - d) Freedom of Association. **(4 marks)**

**SECTION B – ESSAY TYPE QUESTIONS**

**[40 MARKS]**

Answer any **TWO** questions in this section.

**QUESTION 1**

Explain the historical developments of trade unionism and collective bargaining trends in Botswana.

**(20 marks)**

**QUESTION 2**

Deliberate on the models/approaches to collective bargaining making reference to Botswana systems of collective bargaining.

**(20 marks)**

**QUESTION 3**

Give an account of ‘Botswana Public Service Act’ with relevance to Collective Bargaining. Also present an outline of the basic steps in implementing Collective bargaining.

**(20 marks)**

**END OF EXAMINATION**