FACULTY OF COMMERCE

DEPARTMENT OF HUMAN RESOURCES MANAGEMENT

TOPIC

AN EVALUATION ON THE RELEVANCE OF APEX COUNCIL IN REPRESENTING EMPLOYEES’ INTERESTS. A CASE STUDY OF MINISTRY OF YOUTH DEVELOPMENT, INDIGENISATION AND EMPOWERMENT

BY

ESTHER MUDZINGWA

B0924142

SUPERVISOR: MRS. T. CHAZUZA
ABSTRACT

The study sought to evaluate the relevance of Apex council in representing employees’ interests at the Ministry of Youth Development, Indigenisation and Empowerment. The researcher employed a case study method; a sample of 50 respondents was obtained through systematic sampling from a population of 250 employees. The sample was made up of non-managerial staff, managerial staff and workers committee members. Data was gathered through the use of questionnaires and interviews. One of the major findings noted was that the apex council was not effectively performing their mandate in representing employees; most of nonmanagerial staff was not satisfied with their working conditions. The researcher also noted that the major function of apex council in Ministry of Youth Development, Indigenisation and Empowerment was entitled to negotiate with the employer concerned a collective bargaining agreement relating to the terms and conditions of employment of the employees concerned. The researcher also noted that the majority of employees were no longer interested with the apex council to continue representing them. The researcher concluded that there is need for apex council to understand company policies and procedures, and other skills such as leadership skills in order to remain relevant. The study recommends that the apex council should include the employers in their composition even in works council so as to make their work easier in negotiating the interests of employees. The study also recommends that there is need for training of the members in order to be equipped with the skills to represent employees effectively; also it is further recommend that further studies be executed in line with the apex council in other organisations.