



FACULTY OF ENGINEERING AND THE ENVIRONMENT
DEPARTMENT OF MINING ENGINEERING
CONFLICT, TRANSFORMATION AND LEADERSHIP
CTL 1101
Final Examination Paper

APRIL 2024

This paper consists of 3 pages

Time Allowed: 3 hours

Total Marks: 100

INSTRUCTIONS

1. The paper consists of Seven Questions
Answer **ANY THREE** questions from section A and **ANY TWO** from section B.
2. Each question carries 20 marks.
3. Where a question contains subdivisions, the mark value of each subdivision is shown in brackets.
4. Illustrate your answer, where appropriate, with clearly labeled diagrams.
5. Started each question on a new page.
6. This paper comprises of 3 printed pages

SECTION A
ANSWER ANY THREE QUESTIONS

QUESTION A-1

Conflict is derived from the fusion of two Latin words, ‘*con*’ and ‘*fligere*’. Define the following concepts with examples:

- i. Conflict (10 marks)
- ii. Peace (2 marks)
- iii. Violence (2 marks)
- iv. Peace Enforcement (2 marks)
- v. Write brief notes on 4 types of violence (Reychler *et al.*, 2001) (4marks)
[20 marks].

QUESTION A-2

Describe the following Conflict Transformation and Leadership concepts drawing from mining and agriculture in Zimbabwe:

- i. Us and Them (Ethnocentrism) (10 marks)
- ii. Describe In-Group and Out-Group concepts with reference to artisanal miners and farmers’ conflict and the effects thereof. (10 marks)
[20 marks].

QUESTION A-3

Using examples of your choice, describe the various stages of a Conflict Cycle, linking it with Galtung’s ABC Conflict Triangle, and the Alternative Dispute Resolution Mechanism. (20 marks).

QUESTION B-4

Leadership is at the heart of conflict and its transformation. Highlight how leadership caused and transformed any Zimbabwean conflict of your choice. [20 marks].

SECTION B
ANSWER ANY TWO QUESTIONS

QUESTION B-5

Deriving from the various conflict theories, explore the major causes of conflict in Africa highlighting the appropriate resolution strategies. [20 marks].

QUESTION B-6

Discuss how facilitation, mediation, negotiation, and conciliation as Alternative Dispute Resolution mechanisms (ADR) have been used by leaders to transform conflicts in conjunction with leadership styles and restorative justice principles using examples. [20 marks]

QUESTION B-7

Highlight how ethnicity, pursuit of power and economic resources trigger major conflicts among multicultural communities using the Frustration Aggression Theory.

[20 marks]