



MACHAKOS UNIVERSITY

University Examinations for 2019/2020 Academic Year

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF BUSINESS ADMINISTRATION

THIRD YEAR FIRST SEMESTER EXAMINATION FOR

DIPLOMA IN HUMAN RESOURCE MANAGEMENT

LABOUR AND INDUSTRIAL RELATIONS

DATE: 5/11/2020

TIME: 8:30 – 11:30 AM

INSTRUCTIONS:

ANSWER ALL QUESTIONS

1. a) Explain the concept of labour / industrial relations (5 marks)
b) Highlight five pioneers of labour movement in Kenya (5 marks)
c) Explain the challenges faced by Kenyans during the early stages of industrial relations in Kenya (10 marks)
2. a) Explain the Factors that contribute to good labour and industrial relations (10 marks)
b) Explain the impact of development of industrial and labour relations in Kenya (10 marks)
3. a) Highlight **(5) five** causes of disputes in industrial environment in Kenya (5 marks)
b) Explain (3) **three** types of disputes (12 marks)
c) Explain the method of handling grievances and disputes (3 marks)
4. a) Explain the role played by the government in labour /industrial relations (10 marks)
b) Highlight the reasons for Government involvement in labour relations in Kenya (10 marks)
5. a) State the reasons for development for industrial and labour relations (5 marks)
b) Explain the historical development of labour and industrial relations in Kenya (15 marks)