



MACHAKOS UNIVERSITY

University Examinations for 2018/2019 Academic Year

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF BUSINESS ADMINISTRATION

FOURTH YEAR SPECIAL/SUPPLEMENTARY EXAMINATION FOR
BACHELOR OF COMMERCE

BA 406: LABOR AND INDUSTRIAL RELATIONS

DATE:

TIME:

INSTRUCTIONS

- Question one is compulsory
- Choose any other two questions

QUESTION ONE

- Explain the obligations of an employee to his employer in an Organization (7 marks)
- In relation to the Law governing trade disputes, explain the dispute resolution procedure (8 marks)
- Discuss the roles of the Ministry of Labour in ensuring Industrial peace in Kenya (5 marks)
- Explain the factors that may contribute to successful Collective Bargaining Agreement (5 marks)
- Explain reasons why employees find it necessary to join Trade Unions (5 marks)

QUESTION TWO

- Raju Trade Union is not affiliated to the Central Organization of Trade Unions of Kenya COTU (K). Discuss the circumstances that may have caused the union not to be affiliated to COTU (K) (10 marks)

- b) Explain the role of Industrial court of Kenya in Labour and Industrial Relations (10marks)

QUESTION THREE

- a) Explain the measures that an employee association should take in order to enhance Industrial harmony in a country (10marks)
- b) Kigeugeu Sugar Company has adopted Joint Consultation Scheme. Explain the benefits the company is likely to derive from the scheme (10 marks)

QUESTION FOUR

- a) Explain the causes of Industrial dispute and the various ways that can be explored to manage the situation. (10 marks)
- b) Outline the reasons that lead to the adoption of the Industrial Relations Charter by the government of Kenya (10 marks)

QUESTION FIVE

- a) Explain FIVE measures that the government of Kenya has taken to encourage employee training (10marks)
- b) Discuss the benefits that may accrue to an Organization that practices Joint Consultation (10marks)