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UNIVERSITY EXAMINATIONS

**2022/2023 ACADEMIC YEAR
THIRD YEAR SECOND SEMESTER**

MAIN EXAMINATION

FOR THE DEGREE OF BACHELOR OF COMMERCE

COURSE CODE: BCH 322

COURSE TITLE: LABOUR RELATIONS

DATE: 19/04/2023

TIME: 9:00-11:00AM

INSTRUCTION TO CANDIDATES

- 1) The paper contains **FIVE** questions
- 2) Attempt **THREE** questions
- 3) Question **ONE** is Compulsory
- 4) Show your work clearly.

TIME: 2 Hours

SECTION A: Compulsory (30 marks)

Question 1

- (a) Define the following terminologies citing relevant examples: (2 marks)
- (i) Labour Relations (2 marks)
 - (ii) Trade Union (2 marks)
 - (iii) Grievance (2 marks)
 - (iv) Dispute (2 marks)
 - (v) Collective Bargaining (2 marks)
- (b) Some Industrial relations disputes may be attributed to the inefficiency of the team charged with overseeing industrial relations in the organization. Outline indicators of an efficient industrial relations team in an organization. (10 marks)
- (c) Discuss the impact of technology on industrial relations in organizations in Kenya. (10 marks)

SECTION B: Answer any two questions (40 marks)

Question 2

- (a) Dunlop contributed immensely to the discipline of Industrial Relations. Substantiate. (10 marks)
- (b) Naomi works for Rio factory and she was assaulted by her supervisor for arriving late on duty. Highlight the disciplinary procedure you may use to aide her resolve the predicament she found herself in. (10 marks)

Question 3

- (a) Outline five reasons that may make it necessary for a government to regulate wages of employees within it. (10 marks)
- (b) Magharibi limited is a newly established manufacturing company. Discuss measures that the management of the company should take to enhance health and safety of its employees. (10 marks)

Question 4

- (a) Outline four situations that may lead to termination of an employee on contract under the Employment Act. (10 marks)
- (b) Define employee relations and discuss its importance to organizations citing relevant examples. (10 marks)

Question 5

- a) Employees of XYZ company recently went on strike which was subsequently declared illegal. Under what circumstances can a strike be declared illegal? (10 marks)
- b) Discuss the functions of FKE. (10 marks)