



# MACHAKOS UNIVERSITY

University Examinations 2021/2022 Academic Year

SCHOOL OF BUSINESS, ECONOMICS AND HOSPITALITY AND TOURISM

MANAGEMENT

DEPARTMENT OF BUSINESS ADMINISTRATION AND FINANCE

FOURTH YEAR FIRST SEMESTER EXAMINATION FOR

BACHELOR OF COMMERCE

BBA 406 INDUSTRIAL AND LABOUR RELATIONS

DATE: 31/8/2022

TIME: 2.00-4.00 PM

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## INSTRUCTIONS

- Question one is compulsory
- Choose any other two questions

### QUESTION ONE (COMPULSORY) (30 MARKS)

- a) Explain five reasons why employees may **NOT** find it necessary to join Trade Unions (5 marks)
- b) Discuss any **seven** prerequisites of any successful negotiation between the management and employees of an organization. (7 marks)
- c) Explain **four** measures that the employee association should take in order to enhance Industrial democracy in an organization. (8 marks)
- d) Explain **five** benefits of the growth of Industrial relations in Kenya (10 marks)

### QUESTION TWO (20 MARKS)

- a) Explain the roles of the following bodies in industrial relations
- Federation of Kenyan Employers (F.K.E.) (5 marks)
  - Central Organization of Trade union (COTU) (5 marks)
  - The Government (5 marks)

- b) Explain **five** roles of the minister of Labour in ensuring Industrial peace in Kenya (5 marks)

**QUESTION THREE (20 MARKS)**

- a) Mumia's Sugar Company has adopted Joint Consultation Scheme. Explain **five** benefits the company is likely to derive from the scheme (10 marks)
- b) Mediation is a way used to resolve disputes within an organization. Explain **five** challenges that can be experienced while implementing this method in solving conflicts. (10 marks)

**QUESTION FOUR (20 MARKS)**

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

**QUESTION FIVE (20 MARKS)**

- a) According to Beach, "Collective Bargaining is concerned with the relations between unions reporting employees and employers. Explain **five** essential pre-requisite conditions for a successful CBA. (10 marks)
- b) Discuss the **five** benefits and **five** limitations that may accrue to an organization that practices arbitration as one of the methods of solving conflicts. (10 marks)