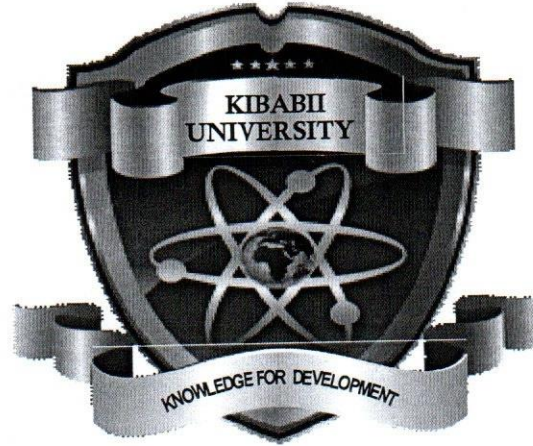


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KIBABII UNIVERSITY



**UNIVERSITY EXAMINATIONS
2015/2016 ACADEMIC YEAR
FIRST YEAR SECOND SEMESTER
FOR THE MASTER OF SCIENCE IN HUMAN
RESOURCE MANAGEMENT**

COURSE CODE: HRM 805

COURSE TITLE: EMPLOYEE RELATIONS

DATE: 9th MAY 2016 TIME: 2.00PM

INSTRUCTIONS TO CANDIDATES

Answer **QUESTION ONE** and any other **THREE** questions

QUESTION ONE

A recognition agreement is a document which defines the relationship between employers and employees, and gives rights and privileges to each party to engage into any meaningful negotiation.

- (a) Outline the main components of a Recognition Agreement. **(10 marks)**
- (b) Describe the main features of Collective Bargaining. **(10 marks)**

QUESTION TWO

- (a) Explain the distinction between employee relations and industrial relations. **(6 marks)**
- (b) Discuss the significant of good industrial relations to economic development of Kenya. **(14 marks)**

QUESTION THREE

- (a) Distinguish between Unitary and Pluralist approaches to the study of industrial relations. **(6 marks)**
- (b) State the case for and against workers participation in management. **(14 marks)**

QUESTION FOUR

- (a) Differentiate between 'strike' and 'lockout'. **(4 marks)**
- (b) Define the term 'grievance' and state its main characteristics. **(8 marks)**
- (c) Explain the grievance handling procedure. **(8 marks)**

QUESTION FIVE

- (a) Discuss existing machinery for the settlement of industrial disputes in Kenya **(15 marks)**
- (b) Outline the reasons why employees join a trade union **(5 Marks)**