

KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS

MAIN EXAMINATION

2021/2022 ACADEMIC YEAR

SECOND YEAR FIRST SEMESTER

FOR THE DIPLOMA OF BUSINESS MANAGEMENT

COURSE CODE: DHR 102

COURSE TITLE: INDUSTRIAL AND LABOUR RELATIONS

DATE: 24/1/2022

TIME: 9.00AM – 11.00AM

INSTRUCTIONS TO CANDIDATES

Answer Question ONE (compulsory) and ANY OTHER TWO questions

QUESTION ONE

- a) Define the following terms
- (i) Trade disputes (10 marks)
 - (ii) Trade unions
 - (iii) Collective bargaining agreement
 - (iv) Workmens compensation agreement
 - (v) Industrial relations
- c) Explain briefly the pre-independent industrial relations experience (10 marks)
- b) Discuss the objectives of industrial relations (10 marks)

QUESTION TWO [20 MARKS]

- a) Explain five principles of industrial relations within national and international organizations (20 marks)

QUESTION THREE [20 MARKS]

- a) Discuss the emerging threats and challenges of industrial relations in the globalized systems of modern times (20 marks)

QUESTION FOUR [20 MARKS]

- a) Collective bargaining is an important ingredient in industrial relations and labour activities. As an expert in labour relations you know that for effective bargaining to be very effective there are certain essential pre-requisites to consider. Discuss four of these key issues. (20 marks)

QUESTION FIVE [20 MARKS]

- a) List and explain five reasons why Trade Unions exists today in the employment world. (20 marks)