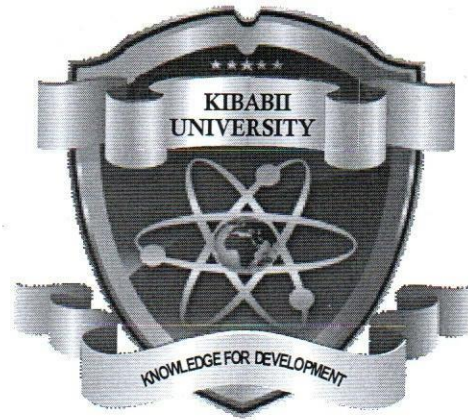


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# KIBABII UNIVERSITY



## UNIVERSITY EXAMINATIONS 2022/2023 ACADEMIC YEAR FIRST YEAR SECOND SEMESTER

### MAIN EXAMINATION

FOR THE DIPLOMA OF BUSINESS MANAGEMENT  
COURSE CODE: DHR 102

COURSE TITLE: INDUSTRIAL AND LABOUR RELATIONS

DATE: 19<sup>TH</sup> DEC 2022

TIME: 9:00-11:00 AM

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#### INSTRUCTION TO CANDIDATES

- 1) The paper contains FIVE questions
- 2) Attempt THREE questions
- 3) Question ONE is Compulsory

TIME: 2 Hours

KIBU observes ZERO tolerance to examination cheating

QUESTION ONE

Chacha manufacturers is a production company employing both casual and permanent workers. The company intends to induct all its employees as permanent and pensionable. All workers have lodged complaints ranging from poor working conditions to meagre salaries and wages as well as risky and unsafe premises. To assert their collective bargains, the workers intend to form a trade union by the name "Laini Workers Union". The workers further want to make it compulsory for all workers to contribute part of their salaries or wages to the funds of the proposed trade union. In the meantime, the workers have resorted to go- slow tactics which have adversely affected the company's production. As a result, the management of Chacha manufacturers have proposed to make 200 workers redundant.

Required:

- a) Define the term redundancy. (4 marks)
- b) Advise the management of Chacha Manufacturers on the procedure to follow before declaring any of the workers redundant. (8 marks)
- c) Identify and explain any two types of funds that a registered trade union is authorized to take. (6 marks)
- d) Explain some of the reasons that make employees join trade unions. (10 marks)

#### QUESTION TWO

- a) Discuss the features of an effective grievance system (10 marks)
- b) Give the benefits of grievance system (5 marks)
- c) Illustrate the effect of trade unionism to the management of a company (5 marks)

#### QUESTION THREE

- a) Highlight the objectives of COTU (8 marks)
- b) Describe summary dismissal and the grounds which warrant this dismissal (5 marks)
- c) Explain the term health and safety hazards and discuss some of the conditions and challenges on in this area (7 marks)

#### QUESTION FOUR

- a) Describe the elements that trade unions bargain for. (9 marks)
- b) Describe the major steps in collective bargaining. (5 marks)
- c) Write short notes on the following-
  - i. Lock out and Go-slow
  - ii. Employee relations and labour relations

#### QUESTION FIVE

- a) Give some reasons why the registrar may refuse to register a trade union (10 marks)
- b) Describe the term compensation and give the conditions for one to claim or be compensated (10 marks)