

# KIBABII UNIVERSITY



## UNIVERSITY EXAMINATIONS 2023/2024 ACADEMIC YEAR FIRST YEAR FIRST SEMESTER

### MAIN EXAMINATION

FOR THE DIPLOMA IN BUSINESS MANAGEMENT  
COURSE CODE: DHR 102  
COURSE TITLE: INDUSTRIAL AND LABOUR RELATIONS

DATE: 07/12/2023

TIME: 9:00AM-11:00AM

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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..... (30 MKS)**

- a) The government bonds employees to ensure they do not leave service soon after benefiting from government sponsored training. Explain **FOUR** circumstances under which this bond obligation will be considered to have been discharged.(8 MKS)
- b) Explain what you understand by a dispute and list out **FIVE** preventive measures for Industrial Disputes (12 MKS)
- c) Briefly explain the term collective bargaining and explain the process of Collective Bargaining (10 MKS)

**QUESTION TWO..... (20 MKS)**

- a) Explain **FIVE** ways in which employees may contribute to good industrial relations in an organization. (10 MKS)
- b) Explain **FIVE** objectives that the Federation of Kenya Employers (FKE) seeks to achieve in labor and industrial relations (10 MKS)

**QUESTION THREE..... (20 MARKS)**

- a) The Public officers and Ethics act 2000 requires public officers to maintain professionalism when discharging their responsibilities. Outline 5 provisions of the Act, in relation to this requirement (10 MKS)
- b) Explain 5 reasons that make it necessary for a country to enact labor laws (10 MKS)

**QUESTION FOUR..... (20 MARKS)**

- a) Outline **SIX** management practices that may lead to industrial disputes in an organization (12 MKS)
- b) Highlight **FOUR** grounds on which the management of an organization may refuse to recognize a Trade Union (8 MKS)

**QUESTION FIVE..... (20 MARKS)**

- a) Differentiate the following (6 MKS)
  - a) Industrial relation,
  - b) Labor relations
  - c) Employee relations

b) Briefly describe a contract of employment and outline 6 information that should be contained in a contract employment (14 MKS)