



(The University of Choice)

**MASINDE MULIRO UNIVERSITY OF
SCIENCE AND TECHNOLOGY
(MMUST)**

MAIN CAMPUS, BUNGOMA

UNIVERSITY EXAMINATIONS

2021/2022 ACADEMIC YEAR

THIRD YEAR SECOND SEMESTER EXAMINATIONS

FOR THE BACHELOR OF COMMERCE DEGREE

COURSE CODE: BCB 322

COURSE TITLE: LABOUR RELATIONS

DATE: THURSDAY, 4TH AUGUST 2022 TIME: 2:00 – 4:00PM

INSTRUCTIONS TO CANDIDATES

- Answer Question ONE (Compulsory) and any other TWO Questions.
- Do not write anything on the question paper.
- Duration 2 hours

This paper consists of 2 printed pages. Please Turn Over

1. (a) Describe the main categories of membership of the Federation of Kenya Employers (FKE) for the purpose of negotiation. (10 marks)
- (b) Explain the role of collective bargaining agreement in the maintenance of harmony in an organization. (10 marks)
- (c) The Ministry of Labour and Manpower Planning is the arm of Government in industrial relations matters.

Explain the contributions of this Ministry in enhancing industrial relations. (10 marks)

2. (a) Mr. Kuku Bora of Huduma Company Limited was feared for his tough disciplinary actions. He has dismissed four members of staff within a period of four (4) months. As a result, the Trade Union has issued a strike notice because of Mr. Kuku's actions. (10 marks)

(b) Explain other disciplinary alternatives that Mr. Kuku could have used to maintain industrial peace in Huduma company Limited. (10 marks)

3. (a) The Industrial Relations Charter was signed in Kenya soon after independence. Explain the reasons why the independent Government found it necessary to have charter signed. (10 marks)

(b) Bora Bora Company Limited has been experiencing problems in its operations. A consultant hired by the company revealed that the problem was due to poor employee relations. The management has decided to improve the employee relations.

Explain the benefits that Bora Bora Company Limited would derive from improving the employee relations. (10 marks)

4. (a) The Government of Banana Republic has banned the existence of Trade Union body as it is perceived as a hindrance to country's economic growth. Evaluate the positive impact of trade unionism to the economic development of a country. (10 marks)

(b) In its annual General Meeting (AGM) the congress of Trade Unions opposed the introduction of Information Technology and communication Technology (ICT) as a tool of quickening settlement of industrial disputes. Explain the impact of Information and Communication Technology on the industrial dispute settlement procedure the Congress of Trade Unions should consider. (10 marks)

5. (a) Examine the contributions of the Industrial Court in ensuring justice in industrial disputes. (10 marks)
- (b) The employees of Kenbro Limited are threatening to go on strike due to what they term as unfair industrial practices by the management. Describe the challenges that the workers are likely to experience if they carried out the strike. (10 marks).