



TECHNICAL UNIVERSITY OF MOMBASA
Faculty of Business & Social Studies

DEPARTMENT OF BUSINESS STUDIES

UNIVERSITY EXAMINATIONS FOR
MASTER OF BUSINESS ADMINISTRATION
(HRM)

BHR 5204: INDUSTRIAL RELATIONS

END OF SEMESTER EXAMINATIONS

SERIES: APRIL 2015

TIME: 3 HOURS

INSTRUCTIONS:

- Answer question **ONE (Compulsory)** and any other **THREE** questions
- Do not write on the question paper.

This paper consists of Two printed pages

QUESTION 1

Kenya embarked on review of its labour legislations from 2001. New legislation consisting of five pieces of statutes was enacted by parliament in 2007 to promote conformity with the challenges and demands of national development, and international labour standards.

The new legislation consisted of: Employment Act, 2007; Labour Institutions Act, 2007; Labour Relations Act, 2007; Work Injury Benefit Act, 2007 and Occupational Safety and Health Act, 2007. Give a brief description on the above core objectives and aims of any **THREE** of the **FIVE** new labour laws and its imperative to the Human Resource Manager. **(25 marks)**

QUESTION 2

Differentiate between distributive and integrative collective bargaining and describe the respective process and strategies involved in the **TWO** collective Bargaining process in industrial phenomenon.

(25 marks)

QUESTION 3

Industrial relations being a system or web of rules regulating employment and the ways in which people behave at work, is described as a highly progressive system. Enumerate and discuss **FIVE** forces that moderate the trends in industrial relations in the 21st Century.

(25 marks)

QUESTION 4

Discuss the relevance of “Dominant and Non-dominant groups and Co-cultural Muted Group theory” to the management of workplace diversity and its implications to HR Manager.

(25 marks)

QUESTION 5

Discuss the various negotiations skills and competence requisite for industrial dispute resolution and explain the importance of each skill for successful collective bargaining agreement.

(25 marks)