

TECHNICAL UNIVERSITY OF MOMBASA
SCHOOL OF BUSINESS STUDIES

BACHELOR OF BUSINESS ADMINISTRATION

BHR 4302: INDUSTRIAL AND EMPLOYEE RELATIONS

END SEMESTER EXAMINATIONS

APRIL 2016 SERIES

TIME: 2 HOURS

INSTRUCTIONS:

- This paper consists of **FIVE** questions
- Answer question **ONE (Compulsory)** and any other **TWO** questions
- Do not write on question paper

QUESTION ONE

- a) Discuss **FIVE** different intervention possibilities by the government of Kenya in industrial relations. (10marks)
- b) Discuss some mal-practices that an employer should not engage in as part of their responsibilities as stipulated in the Industrial Relations Charter. (10 Marks)
- c) Discuss the relevance of Employee Health and Safety in modern organizations in Kenya. (10 Marks)

QUESTION TWO

- a) "A Grievance procedures is often lauded as one of the most significant innovations in industrial relations, serving several roles and functions and having benefits that outweigh its weaknesses." Based on this statement, discuss the purposes of grievance procedures. (10marks)
- b) Discuss the meaning of "good faith bargaining" and describe the ways in which this can be negatively affected. (10marks)

QUESTION THREE

- a) Explain **FIVE** considerations the employer should take into account when faced with a strike. (10marks)
- b) Discuss the **FIVE** variables influencing the success of collective bargaining process and the final agreement reached. (10marks)

QUESTION FOUR

- a) Discuss **FOUR** unfair labour practices by the Employer. (8marks)
- b) Human Resources professionals must be careful in their dealings with union activities. Suggest **FIVE** ways in which this may be done. (12 marks)

QUESTION FIVE

- a) "New employment relationship" goes beyond the collective bargaining level to include dialogue between employers and their employees. What changes have led to the transition from industrial relations to the new paradigm of employee relations? (10marks)
- b) (i) Explain **THREE** duties of an employer in relation to Employment Act and Other related Acts. (6marks)
- (ii) Discuss **TWO** consequences of cancellation of registration of a trade union. (4marks)