



MAASAI MARA UNIVERSITY
REGULAR UNIVERSITY EXAMINATIONS
2016/2017 ACADEMIC YEAR
THIRD YEAR SECOND SEMESTER
SCHOOL OF BUSINESS AND ECONOMICS
BACHELOR OF SCIENCE IN HUMAN
RESOURCE MANAGEMENT

COURSE CODE: BBM 362

COURSE TITLE: LABOUR AND INDUSTRIAL RELATIONS

DATE: 29TH AUGUST 2017 **TIME 11:00-13:00HRS**

INSTRUCTIONS TO CANDIDATS

Answer Question ONE and any other THREE questions

This paper consists of two printed pages please turn over

Q.1 (a) Discuss the various ways through which employment can be terminated and the remedies available for wrongful dismissal as laid out by the Employment Act (7 marks)

(b) Distinguish between employee relations, human relations and industrial relations (6 marks)

(c) An employer who is a party to a contract of service shall be responsible for causing the contract to be drawn

Section 9(2) the Kenya Employment Act 2007.

Draw an employment contract stating its particulars as per section 10 of the above act.

(12 marks)

Q.2 (a) Explain the significance of sound industrial relations to an organization and the National economy. (8 marks)

(b) What are the sources of labour law in Kenya (7 marks)

Q.3 Explain the role played by the following parties in industrial relations in Kenya

a) The employment and Labour Relations Court. (5 marks)

b) The Federation of Kenya Employers. (5 marks)

c) The trade unions (5 marks)

Q.4 (a) Define and outline the steps involved in grievance procedure (8 marks)

(b) Identify and discuss the causes of poor industrial relations in Kenya (7 marks)

Q.5 (a) Define collective bargaining agreement (5 marks)

(b) State and explain any five features of a collective agreement bargaining process (10 marks)

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