

**W1-2-60-1-6**

JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY

# **UNIVERSITY EXAMINATIONS 2014/2015**

THIRD YEAR FIRST SEMESTER SPECIAL/SUPPLEMENTARY EXAMINATIONS FOR THE DEGREE OF BACHELOR OF COMMERCE

**HBH 2303 : EMPLOYEE RELATIONS**

**DATE: APRIL 2015 TIME: 2 HOURS**

**INSTRUCTIONS:**

**ANSWER QUESTION ONE [COMPULSORY] AND ANY OTHER TWO QUESTIONS**

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**QUESTION ONE**

1. (i) Define the term industrial relations [2 marks]
2. Contrast employee relations and industrial relations [8 marks]
3. State and explain any FIVE rights of employees in accordance to the Kenya Employment Act 2007 Act 2007 [10 marks]
4. (i) What is a Trade Union? [8 marks]

(ii) Explain FOUR objectives of a Trade Union. [8 marks]

**QUESTION TWO**

1. (i) Identify two consequences of cancellation of registration of a trade union. [2 marks]

(ii) What is bargaining impasse? [2 marks]

1. State and Explain THREE benefits of collective bargaining in industrial relations [6 marks]
2. (i) Explain FIVE reasons for discipline rules and procedures used in organizations. [10 marks]

**QUESTION THREE**

1. (i) Highlight TWO reasons why dismissal may by unfair [2 marks]

(ii) Discuss FOUR causes of employee redundancy in organizations [8 marks]

1. Describe FIVE factors that can be used to test the objectivity of a disciplinary procedure. [10 marks]

**QUESTION FOUR**

1. Write short notes on the following terms in relation to employee relations [2 marks]
2. Corporate campaign [2 marks]
3. Boycot [2 marks]
4. Mandatory Bargaining items [2 marks]
5. Lockout [2 marks]
6. Inside games [2 marks]
7. (i) Discuss three functions of law in an industrial relations system. [6 marks]

(ii) Highlight four major sources of employee grievances. [4 marks]

**QUESTION FIVE**

1. (i) Explain FOUR circumstances under which a strike or lockout is prohibited [8 marks]

(ii) Explain how “Gherau” is used as a form of industrial action [2 marks]

1. (i) Define labor law [2 marks]

(ii) highlight FIVE common mistakes made by employers in relation to employee relations [5 marks]

(iii) What is “Good faith” in collective bargaining? [4 marks]