

**MERU UNIVERSITY OF SCIENCE AND TECHNOLOGY**

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**University Examinations 2014/2015**

THIRD YEAR, SECOND SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF COMMERCE

**BFB 3353- EMPLOYEE RELATIONS**

**DATE: AUGUST, 2015 TIME: HOURS**

**INSTRUCTIONS:** *Answer question* ***one*** *and any other* ***two*** *questions*

**QUESTION ONE (30 MARKS)**

1. (i) What is industrial relations? (2 Marks)

(ii) Discuss the influence of British Capitalism in the growth of Employee relations in Kenya. (6 Marks)

(iii) Elucidate the features of industrial relations. (10 Marks)

1. Critically discuss the significance of Employee relations in Kenya. (6 Marks)
2. Discuss the three types of trade unions. (6 Marks)

Q**UESTION TWO (20 MARKS**)

1. Explain five conditions for good Employee relations. (10 Marks)
2. Briefly discuss five types of employee relations. (10 Marks)

**QUESTION THREE (20 MARKS)**

You are hired as a consultant to draft the **recognition agreement** for UASU, Meru University chapter. Prepare this document high-lighting all the necessary clauses that must be included.

(20 Marks)

**QUESTION FOUR (20 MARKS)**

1. Discuss five functions of Federation of Kenya Employers (FKE). (10 Marks)
2. Discuss ten reasons why Kenyan workers prefer the Industrial courts rather than the other courts. (10 Marks)

**QUESTION FIVE (20 MARKS)**

1. Make some short notes on the following: (4 Marks)
2. Collective bargaining agreement
3. Lock outs
4. Go slow
5. Hunger strikes
6. Discuss the importance of collective bargaining to the employer, the employee and society. (10 Marks)
7. Any form of a strike is considered by courts as an invasion on rights of the employer and therefore illegal. Discuss the three forms of strikes. (6 Marks)