



KIBABII UNIVERSITY COLLEGE (KIBUCO)

MAIN CAMPUS

**UNIVERSITY EXAMINATIONS
2014 /2015 ACADEMIC YEAR**

THIRD YEAR FIRST SEMESTER EXAMINATIONS

MAIN EXAMINATION

FOR THE DEGREE OF BACHELOR OF COMMERCE

COURSE CODE: BCH 322

COURSE TITLE: LABOUR RELATIONS

DATE: 22nd JANUARY 2015

TIME: 11.30-1.30 P.M

INSTRUCTIONS TO CANDIDATES:

Answer Question ONE and any other Two Questions

SECTION A

QUESTION ONE: COMPULSORY

- a) What is meant by the term industrial relations and to what extent does it differ from personnel management (4 marks)

In 1994, 114 employees of House of Manji withdrew their Membership from the Kenya Union of Confectionery and Allied Workers. They issued instructions to their employer to accept check off system issued by the Kenya Union of Commerce, Food and Allied Workers. The employer refused to accept their demands insisting that he had a recognition agreement with Kenya Union of Confectionery and Allied Workers.

Under the heavy influence of the union officials from KUCFAW, the 114 employees put down their tools of trade. The other employees 309 of KUCAN continued with their normal duties. The noisy rebellant group disrupted the normal operations of the company.

The ministry of labour officials was called to arbitrate the dispute that led to the occurrence of the strike. After lengthy discussions with the employer and the two unions, there was no amicable solution. The employer decided to dismiss all the employees involved in the strike. Up to date the employees have not been paid their dues either worked for or those that had accrued from their previous employment with house of Manji.

- b) I) Distinguish between a strike and a lockout (4 marks)
II) Name and discuss the legal procedures that were not adhered to by the Trade Unions involved in the dispute. (10 marks)
III) State and briefly explain any three unavoidable costs of unlawful strike (3 marks)
- c) What would you consider to be the main objectives of industrial relations (6 marks)
- d) Discuss any three circumstances under which it may not be possible to maintain good labour relations (5 marks)

QUESTION TWO

- a) What is a trade union? (3 marks)
- b) Discuss the objectives of trade unions (10 marks)
- c) Suggest how trade unions can become strong and successful in Kenya (7 marks)

QUESTION THREE

- a) Explain the meaning of the term collective bargaining as used in industrial relations (5 marks)

- b) For collective bargaining to be fully effective there are certain essential prerequisites that must be available. Discuss these prerequisites and explain how they contribute to the successful bargaining (10 marks)
- c) Discuss the forms of collective bargaining in Kenya (5 marks)

QUESTION FOUR

- a) Managers find themselves in dilemma when enforcing the discipline. Explain how discipline should be enforced so as to avoid undue resentment (10 marks)
- b) Mr. Ochundwo who has a disciplinary case with the management of the organization in which he works has sought assistance from his labour union. Describe the role the union will play in Mr. Ochundwo's case (10 marks)

QUESTION FIVE

- a) Discuss the case for and against workers' participation in management and industry (14 marks)
- b) Explain the general principles set out in the industrial relations charter (6 marks)