



# **MAASAI MARA UNIVERSITY**

**REGULAR UNIVERSITY EXAMINATIONS**

**2018/2019 ACADEMIC YEAR**

**FIRST YEAR SECOND SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS**

**CERTIFICATE IN HUMAN RESOURCE MANAGEMENT**

**COURSE CODE: CHR 112**

**COURSE TITLE: INDUSTRIAL RELATIONS & LABOUR**

**DATE: 17<sup>TH</sup> APRIL 2019**

**TIME: 0830 - 1030 HRS**

---

**INSTRUCTIONS TO CANDIDATES**

Answer question ONE and any other THREE questions

*This paper consists of two printed pages. Please turn over*

## **SECTION I**

- 1 Define the following terms (6mks)
  - i) Industrial Relations
  - ii) Trade Dispute
  - iii) Strike
- b) State 2 features of an ideal industrial relations system (4mks)
- c) State any 5 core functions of the Ministry of Labour and Human Development (5mks)
- d) What is the role of Industrial Relations in enhancing labour productivity in Kenya (5mks)
- e) Briefly outline the importance of collective bargaining to employees (5mks)

## **SECTION 2**

- 2 i. Define the Worker's rights (2mks)
  - ii. Briefly explain worker's rights (8mks)
    - iii. Give specific examples of the worker's rights under the following categories
      - a) Health and safety at work
      - b) Trade union rights
- 3 Discuss factors hindering the development of Industrial Relations System in Kenya (15mks)
- 4 The Industrial Court has been one of the Kenya's pillars in ensuring the maintenance of industrial peace. Discuss (15mks)
- 5 The Industrial Relations System plays a critical role in facilitating labour productivity. Discuss (15mks)

**END**

---