



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS
2017/2018 ACADEMIC YEAR
THIRD YEAR FIRST SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS
BACHELOR OF SCIENCE IN HUMAN RESOURCE
MANAGEMENT**

**COURSE CODE: BHR 306
COURSE TITLE: TRADE UNIONS AND
COLLECTIVE BARGAINING**

DATE: 25 -04-2018

TIME: 11.00 A.M. - 1.00 P.M.

INSTRUCTIONS TO CANDIDATES

Question **ONE** is compulsory. Answer any other **THREE** questions

1. (a) "Trade unions through its leadership bargains with the employer on behalf of union members on labor contracts and matters pertaining to maintaining or improving the conditions of their employment" Discuss **(15 marks)**
 (b) Explain the conditions necessary for successful collective bargaining **(10 marks)**
 2. Explain the role of managers as cultural integrators. **(10 marks)**
 (b) Explain the concept of freedom of association **(5 marks)**
 3. (a) "The pre-negotiation stage is a very important phase before collective bargaining proper is commenced" Discuss. **(10 marks)**
 (b)) State any five advantages of collective bargaining. **(5 marks)**
 4. Explain the principal purposes for which a trade union is formed. **(15 marks)**
 5. (a) "Workers solidarity is very important for successful collective bargaining process." Discuss. **(10 marks)**
 (b) Explain two types of trade union recognition. **(5 marks)**
- marks)The end.....**