



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS
2017/2018 ACADEMIC YEAR
SECOND YEAR SECOND SEMESTER**

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

COURSE CODE: BHR 2207

COURSE TITLE: EMPLOYMENT RELATIONSHIP

DATE: 26TH APRIL 2018

TIME: 08.30 - 10.30AM

INSTRUCTIONS TO CANDIDATES

Answer Question **ONE** and any other **THREE** questions

*This paper consists of **TWO** printed pages. Please turnover.*

QUESTION ONE

Otieno after graduating with a bachelor of science in Human Resource Management at Maasai Mara University was hired as an employee relations officer at Kangumu Group of Companies. It was assumed that he was well grounded in employee relations based on his academic transcripts; and was told to do a presentation on the following aspects:

- a) What will be his presentation on the following aspects of employee relationship?
 - i. Key players in employment relationship. **(6 marks)**
 - ii. Explain three main roles of each player. **(9 marks)**
- b) Explain the guiding principles in promoting sound employment relationship in organizations. **(10 marks)**

QUESTION TWO

Kamau after joining Ukulima Ltd was advised to join a trade union and was informed of the benefits that accrue by being a member. However since joining a trade union is voluntary he opted not to citing problems facing contemporary unions. Give reasons why you support Kamau's stand of not joining a trade union. **(15 marks)**

QUESTION THREE

Human Resource Department is at the core of sound relations based on its activities. Basing on its activities discuss the place of Human Resource Department in employee relationship. **(15 marks)**

QUESTION FOUR

Employees join organizations on varied terms depending on the contract agreement.

- a) Explain three types of employment contract agreements. **(6 marks)**
- b) Justify the essence of joining a trade union regardless of which employment contract agreement one has signed. **(9 marks)**

QUESTION FIVE

Using relevant examples explain how involvement and participation of employees can be enhanced in contemporary organizations. **(15 marks)**

.....**END**.....