



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS
2021/2022 ACADEMIC YEAR
FOURTH YEAR FIRST SEMESTER**

**SCHOOL OF ARTS, HUMANITIES SOCIAL SCIENCES
AND CREATIVE INDUSTRIES
BACHELOR ARTS IN COMMUNITY DEVELOPMENT**

**COURSE CODE: CMD 4128
COURSE TITLE : LABOUR MOVEMENTS AND
CONTEMPORARY SOCIETY**

DATE: 14TH DECEMBER, 2022

TIME: 1430-1630

INSTRUCTIONS TO CANDIDATES

- Answer question ONE (compulsory) and any other TWO questions.
- Question one carries 30 marks
- All other questions carry 20 marks

QUESTION ONE

- a) Describe system theory and its relevance in industrial relations (10 Marks)
- b) Describe what you understand by the term “management prerogatives” in industrial relations. (10 Marks)
- c) Discuss the role of industrial relations in the contemporary association. (10 Marks)

QUESTION TWO

- a) Briefly describe the history of trade unionism in Kenya (10 Marks)
- b) Explain what you understand as industrial conflict and its sources. (10 Marks)

QUESTION THREE

- a) Distinguish between grievance and disputes. What machinery are prescribed for their resolution in the industry? (10 Marks)
- b) Identify the major sources of conflict in industrial relations (10 Marks)

QUESTION FOUR

- a) Demonstrate the difference between collective agreement and individual contract of employment. (10 Marks)
- b) Demonstrate the process of industrial conflict resolution using examples from an organization of your choice (10 Marks)

QUESTION FIVE

- a) As an employer of labour, explain why an organisation needs a productivity agreement. (10 Marks)
- b) Explain the advantages and shortcomings of conflicts at the work place (10 Marks)

///END///