



# **MAASAI MARA UNIVERSITY**

**REGULAR UNIVERSITY EXAMINATIONS  
2022/2023 ACADEMIC YEAR  
FIRST YEAR FIRST SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS  
CERTIFICATE IN HUMAN RESOURCE MANAGEMENT**

**COURSE CODE: CHR 112  
COURSE TITLE: INDUSTRIAL RELATIONS & LABOUR**

**DATE: 25/4/2023**

**TIME: 0830-1030 HRS**

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**INSTRUCTIONS TO CANDIDATES**

Answer question ONE and any other THREE questions

### **QUESTION ONE**

- a) Define the following terms **(6marks)**
- i) Industrial Relations
  - ii) Trade dispute
  - iii) Employment contract
- b) What is the role of industrial relations in enhancing labour productivity in Kenya? **(5marks)**
- c) State **five** functions of trade unions in Kenya **(5marks)**
- d) What is the role of GOVERNMENT in promoting industrial Relations in Kenya **(5marks)**
- e) State four causes of industrial disputes **(4marks)**

### **QUESTION TWO**

- a) Discuss the emerging issues in human resource management in relation to industrial relations **(10 marks)**
- b) state any 5 core functions of the ministry of labour and human development **(5marks)**

### **QUESTION THREE**

Discuss factors hindering the development of Industrial Relations System in Kenya **(15mks)**

### **QUESTION FOUR**

The industrial relations system plays a critical role in facilitating labour productivity. Discuss **(15marks)**

### **QUESTION FIVE**

- a) The Industrial Court has been one of the Kenya's pillars in ensuring the maintenance of industrial peace. Discuss **(10mks)**
- b) State five importance of industrial relations in an organization **(5marks)**

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