



MAASAI MARA UNIVERSITY

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

**SCHOOL OF BUSINESS & ECONOMICS
BACHELOR OF BUSINESS MANAGEMENT**

**COURSE CODE: MBA 8247
COURSE TITLE: LABOUR AND INDUSTRIAL
RELATIONS**

DATE: 30TH APRIL, 2018

TIME: 1100 – 1400 HRS

INSTRUCTIONS TO CANDIDATES

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

This paper consists of 2 printed pages. Please turn over.

QUESTION ONE

Kenya is faced with great industrial disputes for the last two years on better pay and living conditions of public workers. If this is the case, advise the management of Maasai Mara University based on the following:

- i. The role played by trade unions in Kenya and the key emerging trends in the management of trade unions globally. **(10 marks)**
- ii. The elements and provisions of a collective bargaining agreement on industrial matters in Kenyan Public Universities Management. **(10 marks)**
- iii. The key employee rights and provisions as provided in law that should be observed by the institution in management of staff. **(10 marks)**

QUESTION TWO

Bomet County Government invited you as a lead consultant in Labour and Industrial matters to train its management on the following provisions based on the employment act of 2012 laws of Kenya.

- i. Termination and Dismissal provision on contracts of service prohibits summary dismissal on certain grounds. Discuss. **(10 marks)**
- ii. Advise on the dispute resolution mechanisms applicable in law. **(10 marks)**

QUESTION THREE

The constitution of Kenya, lauded as the most progressive in the world has an enhanced Bill of Rights which, among other rights, addresses labour relations. These have been operationalized by the enabling legislation commonly referred to as the Labour Laws of Kenya 2007, revised in 2012. Based on this understanding discuss the key actors and their role on Industrial Relations matters in Kenya. **(20 marks)**

QUESTION FOUR

If you were to train on Grievances Procedures and Arbitration, what are some of the advice the industrial unrest the management of any company should expect. Advice on Causes and Conflicts Management strategies they should apply to resolve the unrest. **(20 marks)**

QUESTION FIVE

Lempus Consultancy Ltd invited you to train on various labour laws as enshrined by the supreme Law in Kenya. Discuss the provisions of these laws to Lempus Consultancy Ltd. **(20 marks)**

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