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UNIVERSITY EXAMINATIONS 2022/2023

FOURTH YEAR, SECOND SEMESTER SPECIAL/SUPPLEMENTARY EXAMINATION
FOR DEGREE OF BACHELOR OF PURCHASING AND SUPPLIES MANAGEMENT

BFB 3403: INDUSTRIAL RELATIONS

DATE: AUGUST 2023

TIME: 2 HOURS

INSTRUCTIONS: Answer Question ONE and any other TWO questions.

QUESTION ONE (30 MARKS)

- a) Define a Trade Union. Explain briefly the objectives, functions and role of trade unions in Modern Industrial Organization. (15 Marks)
- b) Explain the importance of collective bargaining. (5 Marks)
- c) Describe the main features of a trade union movement in Kenya. (10 Marks)

QUESTION TWO (20 MARKS)

- a) Describe five strategies that workers Union employ to achieve their objective in the employee – employer relations. (10 Marks)
- b) For the smooth running of any enterprise, harmonious relationship between employer and employee is essential. Identify five factors that affect industrial relations and discuss how they positively influence the relations. (10 Marks)

QUESTION THREE (20 MARKS)

- a) Bidi Trade Union is engaged in a collective bargaining with its employer on salary increment, explain the essential conditions for a successful collective bargaining. (10 Marks)
- b) Discuss the benefits accrued to an organisation that is able to involve its employees in its day to day decision making. (10 Marks)

QUESTION FOUR (20 MARKS)

- a) Discuss the major functions and objectives of the industrial court in Kenya. (10 Marks)
- b) i. Describe the contents of a collective bargaining agreement. (6 Marks)
ii. State any four categories of causes of grievances. (4 Marks)

QUESTION FIVE (20 MARKS)

- a) Describe five most common types of strikes in Kenya context. (10 Marks)
- b) As a manager explain how you would prevention an industrial strike from taking place. (10 Marks)