



COLLEGE OF HUMAN RESOURCE MANAGEMENT

DIPLOMA IN HUMAN RESOURCE MANAGEMENT END OF SEMESTER EXAMS

SUBJECT: INTRODUCTION TO LABOUR AND INDUSTRIAL RELATIONS
CLASS: DHRM JAN 2015A MODULE 3 - EVENING
DATE: 28TH MAY 2015
TIME: 2 ½ HOURS

Instructions to candidates: INSTRUCTIONS: ANSWER ANY FOUR QUESTIONS.

- 1(a) Discuss the needs of industrial relations in an organization (10 marks)
- (b) Discuss the challenges faced by the trade unions in their initial period of development. (10 marks)
2. (a) Explain the impact of the development of industrial relations in Kenya (10 marks)
- (b) Margaret intends to write a seminar paper on the causes of industrial disputes in Kenya. Advice her on the causes of industrial disputes in Kenya. (10 marks)
3. (a) Describe the dispute resolution procedure (10 marks)
- (b) Explain the contents of a Collective Bargaining Agreement. (10 marks)
4. (a) Discuss process of collective bargaining negotiation (10 marks)
- (b) Discuss the roles of the government in Industrial relations in Kenya. (10 marks)
- 5(a) Discuss the challenges the Federation of Kenya Employers (FKE) encounters as it plays its roles in labour and industrial relations. (10 Marks)
- (b) Explain the challenges of Central Organization of Trade Unions in industrial Relations. (10 marks)
- 6(a) Discuss any **FIVE** responsibilities of the parties to the Industrial Relations Charter. (10 marks)
- (b) Explain the needs of joint consultation. (10 marks)