



MAASAI MARA UNIVERSITY

REGULAR UNIVERSITY EXAMINATIONS 2018/2019 ACADEMIC YEAR FIRST YEAR SECOND SEMESTER

SCHOOL OF BUSINESS AND ECONOMICS CERTIFICATE IN HUMAN RESOURCE MANAGEMENT

COURSE CODE: CHR 112

**COURSE TITLE: INDUSTRIAL RELATIONS &
LABOUR**

**DATE: 17TH APRIL 2019
1030 HRS**

TIME: 0830 -

INSTRUCTIONS TO CANDIDATES

Answer question ONE and any other THREE questions

This paper consists of two printed pages. Please turn over

SECTION I

- 1 Define the following terms (6mks)
 - i) Industrial Relations
 - ii) Trade Dispute
 - iii) Strike
- b) State 2 features of an ideal industrial relations system (4mks)
- c) State any 5 core functions of the Ministry of Labour and Human Development (5mks)
- d) What is the role of Industrial Relations in enhancing labour productivity in Kenya (5mks)
- e) Briefly outline the importance of collective bargaining to employees (5mks)

SECTION 2

- 2 i. Define the Worker's rights (2mks)
 - ii. Briefly explain worker's rights (8mks)
 - iii. Give specific examples of the worker's rights under the following categories
 - a) Health and safety at work
 - b) Trade union rights
- 3 Discuss factors hindering the development of Industrial Relations System in Kenya (15mks)
- 4 The Industrial Court has been one of the Kenya's pillars in ensuring the maintenance of industrial peace. Discuss (15mks)
- 5 The Industrial Relations System plays a critical role in facilitating labour productivity. Discuss (15mks)

END
