



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS
2023/2024 ACADEMIC YEAR
THIRD YEAR FIRST SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS
BACHELOR OF SCIENCE IN HUMAN RESOURCE
MANAGEMENT**

**COURSE CODE: BHR 3108-1
COURSE TITLE: TRADE UNIONS AND
COLLECTIVE BARGAINING**

DATE: 14/12/2023

TIME: 1100-1300 HRS

INSTRUCTIONS TO CANDIDATES

Question **ONE** is compulsory

Answer any other **Two** questions

QUESTION ONE

(a) "Collective bargaining is the process in which a group of employees typically represented by a trade union and an employer or employers undergo negotiations aimed at reaching agreements to regulate working conditions." Discuss. **(10 marks)**

(b) Explain **five** principal purposes of a trade union. **(10 marks)**

QUESTION TWO

(a) With relevant examples discuss the current trends in collective bargaining. **(10marks)**

(b) State five advantages of collective bargaining. **(5 marks)**

QUESTION THREE

Discuss **five** essential conditions necessary for a successful collective bargaining process. **(15 marks)**

QUESTION FOUR

(a) Describe how disputes arising out of negotiated agreements in collective bargaining are settled. **(10 marks)**

(b) Briefly explain the importance of efficient trade union management in the maintenance of good labour relations. **(5 marks)**

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