

**W1-2-60-1-6**

**JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY**

**UNIVERSITY EXAMINATIONS 2018/2019**

**THIRD YEAR FIRST SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF COMMERCE**

**HBH 2303: EMPLOYEE RELATIONS**

**DATE: OCTOBER, 2018 TIME: 2 HOURS**

INSTRUCTIONS: ANSWER QUESTION ONE (COMPULSORY) AND ANY

OTHER TWO QUESTIONS

**QUESTION ONE: 30 MARKS**

a. Examine the characteristics of a good employee relations climate.(10 marks)

b. Explain the roles and responsibilities of the tripartite parties in industrial relations. (10 marks)

c. Explain the reasons as to why employees choose to join a union.(10 marks)

**QUESTION TWO: 20 MARKS**

a. Explain the situations in which collective bargaining would be considered to be in bad faith. (10 marks)

b. Examine the procedure for handling a reported grievance from employees by management. (10 marks)

**QUESTION THREE: 20 MARKS**

a. Explain the procedure for disciplining an employee who engages in a minor misconduct. (10 marks)

b. Examine the preparation steps that management should take before negotiating a labour contract with employers. (10 marks)

**QUESTION FOUR: 20 MARKS**

a. Examine the types of strikes that employees can engage into unlock a dead lock with management. (10 marks)

b. Explain the steps followed in resolving a dispute between trade unions and employers. (10 marks)

b. Examine the preparation steps that management should take before negotiating a labour contract with employers. (10 marks)