UNIVERSITY EXAMINATIONS

2023/2024 ACADEMIC YEAR

THIRD YEAR FIRST SEMESTER MAIN EXAMINATION

FOR THE DEGREE OF BACHELOR OF BUSINESS MANAGEMENT

COURSE CODE: BBM 362

COURSE TITLE: LABOUR LAWS AND INDUSRTIAL RELATIONS

DATE: 19ᵀᴴ DECEMBER 2023   TIME: 9.00 A.M TO 12.00 P.M

INSTRUCTION TO CANDIDATES

- SEE INSIDE

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MAIN EXAM

BBM 332: LABOUR LAWS AND INDUSTRIAL RELATIONS

STREAM: BBM   **DURATION: 3 Hours**

INSTRUCTIONS TO CANDIDATES

    i.   *Answer Question **ONE** and any other **TWO** questions.*
    ii. *Maps and diagrams should be used whenever they serve to illustrate the answer.*
    iii. *Do not write on the question paper.*

QUESTION ONE (30 MARKS)

a. Discuss the roles of the trade unions in promoting good industrial relations (10 marks)
b. Explain the grounds upon which the registrar of trade union may refuse registration (10 marks)
c. Clearly explain the various functions of the federation of Kenya employers (FKE) that was established in 1959 (10 marks)

QUESTION TWO (20 MARKS)

a. Discuss Rights and Privileges of a Registered Trade Union (10 marks)
b. Discuss the various objectives of good industrial Relations (10 marks)

QUESTION THREE (20 MARKS)

a. Discuss the different categories of employees that may be found in an organization (10 marks)
b. Discuss the circumstances under which employment could be terminated by operation of the law (10 marks)

QUESTION FOUR (20 MARKS)

a. Summary dismissal is where an employee is dismissed for gross misconduct. Discuss grounds of gross misconduct as per the employment Act (10 marks)
b. What are the available remedies for an employee who has been unfairly dismisses from employment? (10 marks)

QUESTION FIVE (20 MARKS)

a. Collective bargaining is process rather than an event. Discuss the five core steps of collective Bargaining. (10 marks)
b. What benefits do employees derive from a collective bargaining exercises (10 marks)