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LABOUR AND INDUSTRIAL  
RELATIONS

July 2017

Time: 3 hours



THE KENYA NATIONAL EXAMINATIONS COUNCIL

DIPLOMA IN BUSINESS MANAGEMENT  
MODULE III

BUSINESS EDUCATION SINGLE AND GROUP CERTIFICATE EXAMINATION  
STAGE III

LABOUR AND INDUSTRIAL RELATIONS

3 hours

#### INSTRUCTIONS TO CANDIDATES

*This paper consists of SEVEN questions.*

*Answer any FIVE questions in the answer booklet provided.*

*All questions carry equal marks.*

*Candidates should answer the questions in English.*

**This paper consists of 2 printed pages.**

**Candidates should check the question paper to ascertain that both pages are printed as indicated and that no questions are missing.**

1. (a) Explain **five** conditions that an employer should meet before terminating an employee's contract of employment on account of redundancy. (10 marks)
- (b) Explain **five** measures that management should take to ensure the health and safety of employees as stipulated in the Factories and Other Places of Work Act. (10 marks)
2. (a) In relation to Work Injury Benefits Act, outline **five** persons that are considered as dependants. (10 marks)
- (b) Outline **five** circumstances under which a trade union may be denied registration by the registrar of trade unions. (10 marks)
3. (a) Highlight **five** requirements that a collective agreement should meet in order to be legally enforceable. (10 marks)
- (b) Labour laws are established to achieve certain objectives. Explain **five** such objectives. (10 marks)
4. (a) Outline **five** types of information that may be contained in a training scheme for workers, as required by the National Industrial Training Authority. (10 marks)
- (b) Explain **five** benefits of an effective grievance procedure in an organization. (10 marks)
5. (a) In relation to law relating to health and safety of workers, explain **five** duties of the occupier. (10 marks)
- (b) Highlight **five** reasons that may make employees to engage in unethical behaviour in an organization. (10 marks)
6. (a) Outline the obligations of the Federation of Kenya Employers (FKE) as stipulated in the Industrial Relations Charter. (10 marks)
- (b) Explain **five** factors that a wage council may consider when fixing minimum wage for employees. (10 marks)
7. (a) Explain **five** challenges that modern managers may face in ensuring good industrial relations in an organization. (10 marks)
- (b) Describe the procedure of reporting a trade dispute to the cabinet secretary in charge of labour. (10 marks)

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