

Name: \_\_\_\_\_

Index No: \_\_\_\_\_

2908/302

2909/302

LABOUR AND INDUSTRIAL  
RELATIONS

July 2015

Time: 3 hours

Candidate's Signature: \_\_\_\_\_

Date: \_\_\_\_\_



THE KENYA NATIONAL EXAMINATIONS COUNCIL

DIPLOMA IN HUMAN RESOURCE MANAGEMENT  
DIPLOMA IN ROAD TRANSPORT MANAGEMENT

MODULE III

LABOUR AND INDUSTRIAL RELATIONS

3 hours

## INSTRUCTIONS TO CANDIDATES

*Write your name and index number in the spaces provided above.**Sign and write the date of the examination in the spaces provided above.**This paper consists of SEVEN questions.**Answer any FIVE questions in the spaces provided in this question paper.**All questions carry equal marks.**Do NOT remove any pages from this question paper.**Candidates should answer the questions in English.*

## For Examiner's Use Only

Question	1	2	3	4	5	6	7	TOTAL SCORE
Candidate's Score								

This paper consists of 16 printed pages.

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

1. (a) Explain **five** conditions for registration of Collective Bargaining Agreement. (10 marks)
- (b) Explain the system for Industrial Dispute resolution which existed prior to the establishment of the Industrial Court. (10 marks)
2. (a) Describe the preparations that a Trade Union representative should make before attending a Joint consultation meeting. (10 marks)
- (b) Explain the Joint responsibilities of the tripartite players in ensuring industrial harmony. (10 marks)
3. (a) Outline ways in which provision of welfare facilities may enhance industrial harmony in an organisation. (10 marks)
- (b) Explain **five** circumstances underwhich consultation technique may be used by the management in an organisation. (10 marks)
4. (a) Outline measures that the International Labour Organisation (ILO) may take to encourage its member countries to conform to its conventions. (10 marks)
- (b) Explain the powers of a Labour officer while dealing with labour matters. (10 marks)
5. (a) Explain measures that may be taken by a trade union to enhance its effectiveness in dealing with labour matters. (10 marks)
- (b) Explain **five** measures that the Government of Kenya has taken to encourage employee training. (10 marks)
6. (a) Outline **five** possible negative consequences to employees who fail to follow right procedure when tabling their grievances on remuneration. (10 marks)
- (b) Explain **five** circumstances underwhich the management should consult the employees before making a decision. (10 marks)
7. (a) State **six** indicators of poor Industrial relations in an organisation. (12 marks)
- (b) Outline **four** issues that a trade union should push for in an effort to protect its members. (8 marks)