

LAIKIPIA



UNIVERSITY

UNIVERSITY EXAMINATIONS

2ND SEMESTER 2023/2024 ACADEMIC YEAR

**SECOND YEAR EXAMINATION FOR THE DEGREE OF
BACHELOR OF COMMERCE**

HRMG 321: LABOUR RELATIONS MANAGEMENT

STREAM:

TIME: 2 HRS

DAY: WEDNESDAY [2.30-4.30 P.M]

DATE: 17/04/2024

THIS QUESTION PAPER CONSISTS OF TWO (2) PAGES

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QUESTION ONE

- a) Explain the impact of contemporary trade unionism in Kenya **(10 Marks)**
- b) Discuss the best practices for Manager-Employee Relations **(10 Marks)**
- c) Discuss the ways to improve Employee Relations **(10 Marks)**

QUESTION TWO

- a) Explain the Implications of the New Human Resource Management for Unions **(10 marks)**
- b) Discuss how to create an effective employee communication strategy **(10 marks)**

QUESTION THREE

- a) Explain the contents of a formal employee counseling process **(10 Marks)**
- b) Discuss the Structure of Trade Unions in Kenya **(10 Marks)**

QUESTION FOUR

- a) Explain the circumstances under which an employee could face summary dismissal **(10 Marks)**
- b) Discuss the General Rules Concerning Termination of employees from service **(10 Marks)**

QUESTION FIVE

- a) Explain how Settlement of Individual Labour Disputes are settled **(10 Marks)**
- b) Distinguish between Casual Employment and Piecework employment **(10 Marks)**

