

2906/302

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LABOUR AND INDUSTRIAL RELATIONS

November 2017

Time: 3 hours



THE KENYA NATIONAL EXAMINATIONS COUNCIL

DIPLOMA IN BUSINESS MANAGEMENT

MODULE III

BUSINESS SINGLE AND GROUP CERTIFICATE EXAMINATIONS

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 **six** sources of labour law in Kenya. (12 marks)
- (b) In relation to the Workman's Injuries Benefits Act, outline **four** persons not regarded as employees. (8 marks)
2. (a) Outline **six** duties of an employer in a contract of employment. (12 marks)
- (b) Explain **four** circumstances under which the registrar of trade unions may cancel the registration of a trade union. (8 marks)
3. (a) Explain **five** ways in which the Ministry of Labour promotes industrial relations in Kenya. (10 marks)
- (b) Outline **five** duties of an employee regarding health and safety, as stipulated in the Factories and Other Places of Work Act. (10 marks)
4. (a) Highlight **five** principles that govern the proceedings of the employment and labour relations court in Kenya. (10 marks)
- (b) Outline **five** circumstances under which compulsory arbitration may be used to solve industrial disputes. (10 marks)
5. (a) Explain **five** ways by which a public officer may portray professionalism in performance of duties. (10 marks)
- (b) Explain **five** factors that are taken into consideration by a wages' council when fixing minimum wage of employees. (10 marks)
6. (a) Highlight **six** responsibilities of the National Industrial Training Authority. (12 marks)
- (b) Some management practices may cause industrial disputes in an organization. Explain **four** of such practices. (8 marks)
7. (a) Outline **five** work related behaviours of employees that may contribute to improved industrial relations in an organization. (10 marks)
- (b) Explain **five** general provisions on the welfare of employees, as stipulated in the Factories and Other Places of Work Act. (10 marks)

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