

2906/302

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LABOUR AND INDUSTRIAL RELATIONS

November 2018

Time: 3 hours



THE KENYA NATIONAL EXAMINATIONS COUNCIL

DIPLOMA IN BUSINESS MANAGEMENT  
MODULE III

BUSINESS EDUCATION 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  
all the pages are printed as indicated and that no questions are missing.**

1. (a) The National Training Board is one of the institutions involved in the regulation of industrial training in Kenya. Explain **five** powers exercised by the board. (10 marks)
- (b) Outline **five** reasons that may make it necessary for a government to regulate wages of employees in the country. (10 marks)
2. (a) Beta Ltd is a newly established manufacturing company. Explain **five** measures that the management of the company should take to enhance health and safety of employees. (10 marks)
- (b) Highlight **five** persons that may be considered as dependants in accordance with the stipulations of Work, Injuries and Benefits Act. (10 marks)
3. (a) Janet was recently employed as a clerk in a government accounts department. Outline **six** unethical practices that she should guard against in the performance of her duties. (12 marks)
- (b) Outline **four** situations that may lead to the termination of an employment contract under the Employment Act. (8 marks)
4. (a) The employees of Ziba Ltd recently went on a strike which was subsequently declared to be illegal. Explain **four** possible negative consequences to the employees for their participation in the strike. (8 marks)
- (b) Highlight **six** responsibilities of a shop steward in enhancing good industrial relations. (12 marks)
5. (a) Explain **five** measures that should be taken in a factory to enhance safety of the employees in case of a fire outbreak. (10 marks)
- (b) Highlight **five** functions of the Central Organisation of Trade Unions (COTU). (10 marks)
6. (a) Explain **six** legal requirements that must be complied with before any collective agreement can be deemed to be valid. (12 marks)
- (b) Outline **four** ways in which the management of an organization may minimize grievances of the employees. (8 marks)
7. (a) Highlight **five** indicators of good industrial relations in an organization. (10 marks)
- (b) Explain **five** reasons that may account for the preference of the Employment and Labour Relations Court in the settlement of disputes in Kenya. (10 marks)

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