

JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY  
BACHELOR OF BUSINESS AND ADMINISTRATION FOURTH YEAR SECOND SEMESTER  
2014/2015

ABA 436: INDUSTRIAL AND LABOUR LAWS

Answer Question **One** and any other **Two**

**Question One**

- a) What is the significance of having a good industrial relations 6mks
- b) Every organization will usually be concerned about ensuring that the relationship between the management and workers is good. What are the objectives that pushes this kind of thinking 6mks
- c) Discuss some of the challenges that organizations face in maintaining good industrial relations 6mks
- d) Highlight the uses of job analysis in any organization 5mks
- e) Highlight the importance of labour relations Act 2007 7mks

**Question Two**

- a) Discuss the Dunlop's Approach to industrial relations 10mks
- b) What do the Work injury benefits a Act 2007 say about workers compensation after an accident 10mks

**Question Three**

- a) Discuss the main causes of industrial disputes that organizations often face 8mks
- b) State and explain the forms of strikes that are experienced in Kenya 12mks

**Question Four**

- a) If an employee is dismissed by the company in a dispute, then the company must report the same the minister in charge within 28 days. What are the steps that a minister can take after the incident reporting as per the Trade Disputes Act, CAP 234 of the laws of Kenya 12mks
- b) Explain the meaning of industrial unrest and industrial peace 8mks

**Question Five**

- a) Discuss the provisions Employment Act, 2007 to an employee in kenya 10mks
- b) Workers are protected by law on their security while at their places of work. What do the occupational safety and health Act, 2007 say about safety of workers 10 mks