

INDUSTRIAL LABOUR RELATIONS

FINAL EXAM

ATTEMPT ALL QUESTIONS

QUESTION ONE:

- a) Dunlop's System Theory (1958) is widely accepted as being a useful analytical tool for understanding the complexities of industrial relations. Describe its four components and how they are said to interact. **[10 Marks]**
- b) Discuss the advantages and disadvantages of individual bargaining? **[10 Marks]**

QUESTION TWO:

- a) Trade Unions exist to serve their members only. Discuss. **[10 Marks]**
- b) What are three sources of industrial relations law in Kenya and how do they combine to govern relations between employers and employees. **[10 Marks]**

QUESTION THREE:

- a) A number of theories attempt to explain the purpose of employer associations. Outline the theory which best reflects the purpose served by the Kenyan employer associations, and as a result, the strategies they are most likely to use to achieve their objectives. **[10 Marks]**
- b) Unitarism, Pluralism and Radicalism are three of the main 'frame of reference' used to interpret industrial relations. How does each of these perspectives view the role of trade unions, collective bargaining and industrial disputes in the conduct of industrial relations? **[10 Marks]**

QUESTION FOUR:

- a) What are the arguments in favour of centralised and decentralised wage determination? **[7 Marks]**
- b) What role does the Kenyan Constitution play in industrial relations? **[7 Marks]**

- c) What industrial relations issues need to be considered when implementing a Human Resource Management programme? **[6 Marks]**