



GARISSA UNIVERSITY

UNIVERSITY EXAMINATION **2017/2018** ACADEMIC YEAR **ONE**
FIRST SEMESTER EXAMINATION

SCHOOL OF EDUCATION, ARTS AND SOCIAL SCIENCES

FOR THE DIPLOMA IN PUBLIC ADMINISTRATION

COURSE CODE: DPA 04

COURSE TITLE: ELEMENTS OF INDUSTRIAL RELATIONS

EXAMINATION DURATION: 3 HOURS

DATE: 07/12/17

TIME: 09.00-12.00 PM

INSTRUCTION TO CANDIDATES

- The examination has SIX (6) questions
- Question ONE (1) is COMPULSORY
- Choose any other THREE (3) questions from the remaining FIVE (5) questions
- Use sketch diagrams to illustrate your answer whenever necessary
- Do not carry mobile phones or any other written materials in examination room
- Do not write on this paper

This paper consists of TWO (2) printed pages

please turn over



QUESTION ONE (COMPULSORY)

- (a) Differentiate between industrial relation and industrial revolution [4 marks]
- (b) List six institutions involved in industrial relation [6 marks]
- (c) Explain the purpose of industrial relations [5 marks]
- (d) Describe the major components of industrial relations in Kenya [10 marks]

QUESTION TWO

- (a) Discuss the legal framework of industrial relations in Kenya [8 marks]
- (b) Describe 7 causes of poor industrial relations in Kenya [7 marks]

QUESTION THREE

- (a) Write briefly about:
 - i. Social effects of industrial revolution [3 marks]
 - ii. Economic effects of industrial revolution [2 marks]
- (b) Explain how industrial relations evolved in Kenya [10 marks]

QUESTION FOUR

- (a) Define the following terms:
 - i. Collective Bargaining Agreement(CBA) [3 marks]
 - ii. Return to work formula [2 marks]
- (b) Describe the process of collective bargaining [10 marks]

QUESTION FIVE

- (a) What do you understand by the term globalization [1 mark]
- (b) The international monetary fund (IMF) has identified four aspects of globalization. In reference to this statement, name these aspects [4 marks]
- (c) Explain five impacts of globalization in industrial relations [10 marks]

QUESTION SIX

- (a) Gandhian approach to industrial relation is based on fundamental principles of trusteeship. In reference to this statement, explain the trusteeship theory [4 marks]
- (b) Discuss five guidelines followed by the Gandhian concept of trusteeship [10 marks]
- (c) Who is capitalist employer [1 mark]

