



KENYATTA UNIVERSITY
UNIVERSITY EXAMINATIONS 2020/2021

FIRST SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF SCIENCE
BCM 405: LABOUR MANAGEMENT FOR CONSTRUCTION

DATE: TUESDAY 30TH MARCH 2021

TIME: 11.00 A.M. - 1.00 P.M.

INSTRUCTION TO CANDIDATES

You should have the following in the examination room:

Answer booklet

Stationery

Section **ONE** is **COMPULSORY**

Answer any **TWO** questions **from** section **TWO**

Maximum marks for each part of a question are shown

SECTION ONE (COMPULSORY)

(30 MARKS)

- (a) State **five** roles of Labour Relations in construction Management. (5 marks)
- (b) Differentiate between a **contract of service** and a **contract for service** (2 marks)
- (c) Highlight **four** major causes of industrial disputes in the construction industry in Kenya using appropriate examples. (8 marks)
- (d) Outline **six** conditions that a **Recognition Agreement Provides** for in the industrial charter. (6 marks)
- (e) State **six** commonly negotiated items in a Collective Bargaining Agreement (CBA) (6 marks)
- (f) Outline **three** obligations of an employee to his/her employer. (3 marks)

SECTION TWO (ANSWER ANY TWO QUESTIONS)

- (a) The framework of industrial relations in Kenya employs a tripartite approach. Discuss the role of the three parties recognized by the Industrial Relations Charter. (12 marks)
- (b) Explain **four** alternative Dispute Resolution (ADR) methods that can be used in the construction industry. (8 marks)

QUESTION THREE

- (a) A good grievance procedure constitutes a series of steps which increase in complexity and involvement. Discuss a standard grievance procedure. (12 marks)
- (b) Explain four ways in which labour laws facilitates good industrial relations in Kenya. (8 marks)

QUESTION FOUR

- (a) There are five major laws that define the terms and conditions of employment in Kenya. Outline the five laws. (10 marks)
- (b) Outline five essential conditions for successful collective bargaining. (10 marks)

QUESTION FIVE

- (a) A trade union is primarily formed to represent the interests of its members. Outline five distinctive characteristics of trade unions. (10 marks)
- (b) Discuss five duties of employees in ensuring their own health and safety at the workplace as outlined in the Occupational Health and Safety Act. (10 marks)
