

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

**EXAMINATION FOR THE AWARD OF DEGREE OF MASTER OF BUSINESS
ADMINISTRATION**

MBAD 843: PUBLIC AND INDUSTRIAL RELATIONS

STREAMS:

TIME:3 HOURS

DAY/DATE: THURSDAY 13/04/2023

2.30 P.M. –5.30 P.M.

INSTRUCTIONS

Answer question one and any other three questions

Question One

- a) It has been observed that even with safety measures in place at times accidents will occur. Hence, hazards reporting should never be about discipline but rather correction and prevention. Employees should not be punished for reporting a hazard and avoid assigning blame. Every work place has its own set up on reporting of accidents when they occur but overall, authorities have set up channels for employers to report accidents that happen at their work place. Discuss the main steps to be taken in reporting of Occupational Accidents according to OSHA 2007 (15 marks)
- b) The human resource manager of a certain company in town has been advocating for employees to do team building and quality circles. Explain any five benefits the organization would get when they implement quality circles. (10 marks)

Question Two

- a) You have been invited by the CEO of the company that you have worked for barely 2 years as the Human resource manager. They are expecting you to advise them on whether they should allow their members to form and join a trade union or Not. Discuss the main points for and against a trade union that must be included in your presentation (15 marks)

- b) Discuss the duties and obligations of the employee as stipulated in the employment ACT, 2007 (10 marks)

Question Three

Despite many Kenyans having watched Sinai fire tragedy that occurred a few years ago, we still continue to siphon oil from overturned tankers and witness death. These are also source of dangerous fumes and gases. Assuming you are the Public relations officer working in either of the oil company that has had fire accidents recently,

- a) Advise the management on the need to have an active PR department that does crisis communication in the event of fire. (8 marks)
- b) Using WIBA, discuss how such employees are compensated (6 marks)
- c) Discuss safety requirement in such a workplace as shown in OSHA (6 marks)

Question Four

- a) As a general rule, employees who participate in lawful or protected strikes and lockouts are protected by law. Illustrate the extent to which such employees are protected by provisions of labour relations act 2007 (15 marks)
- b) Many employment disputes are resolved through collective bargaining agreements. Examine the purpose of CBAs. (10 marks)

Question Five

- a) Industrial training Act empowers the cabinet secretary on advice of NITA board, to appoint an inspector for the purposes of enforcing the provisions of the ACT. Assess the powers of the Inspector (15 marks)
- b) Mr. Matata works as an employee in Rubia garage services. He is the CEO of the garage. The garage has a large institutional clientele. Discuss the benefits that Mr. Matata would get through effective human relations. (10 marks)
-