



FACULTY OF BUSINESS MANAGEMENT
END OF SEMESTER EXAMINATIONS - APRIL 2025

PROGRAMME: MBA

YEAR/SEM: YEAR 2/SEMESTER 1

COURSE CODE: MBA 830

NAME: INDUSTRIAL RELATIONS AND LABOUR LAWS

DATE: 2025-04-14

TIME: 2:00-5:00PM

INSTRUCTIONS TO CANDIDATES:

1. Read the instructions very carefully
2. The time allowed for this examination is STRICTLY three hours
3. Read each question carefully before you attempt and allocate your time equally between all the Sections
4. Write clearly and legibly. Illegible handwriting cannot be marked
5. Number the questions you have attempted
6. Use of appropriate workplace examples to illustrate your answers will earn you bonus marks
7. Any examination malpractice detected will lead to automatic disqualification.

DO NOT WRITE ANYTHING ON THE QUESTION PAPER

Section A Section A is Compulsory

Question 1:

explain Gandhiji's views on industrial relations based on fundamental principles of idealism, as outlined below:

- i. Faith in individual
- ii. Purity of means
- iii. Importance of bread labour
- iv. Economic equality
- v. Trusteeship and
- vi. Removal of the evils of individualism.

Section B Choose Any Three Questions

Question 1:

The most famous Dispute Resolution methods are the following: mediation, arbitration, conciliation, negotiation, and transaction.

Required. Explain the five methods of dispute resolution given. (20 marks)

Question 2:

Analyze the role of trade unions in the context of industrial relations and assess the impact of labor laws on their activities. (20 marks)

Question 3:

Explain the significance or importance of labor laws in fostering positive industrial relations. (20 marks)

Question 4:

Discuss the various approaches to resolving industrial disputes and evaluate the effectiveness of different methods, including legal mechanisms. (20 marks)

Question 5:

Freedom of association and the effective recognition of the right to collective bargaining as outlined below. Discuss them fully.

- a) The elimination of all forms of forced or compulsory labour;

- b) The effective abolition of child labour and
- c) The elimination of discrimination in respect of employment and occupation.

Question 6:

Explain the relationship between industrial relations and economic development.
(20 marks)