INTERNATIONAL UNIVERSITY OF EAST AFRICA
'Learning to Succeed'

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:
TIME:

INSTRUCTIONS TO CANDIDATES:

SECTION A

Section A is Compulsory

Question 1:

Labour relations are the term used to define the process between employers and employees, management and unions in order to make decisions in organizations. The decisions taken refer to wages, working conditions, hours of work, and safety at work, security and grievances. The purpose of industrial relations is to Develop an effective communication channel. Protect the interests of both employees and management among all segments of an industry by ensuring good mutual understanding and respect. Improve living and working conditions for employees to maintain industrial peace.

Required. Briefly explain what you understand by the following in line with labour relations.

i) Wages,

ii) working conditions,

iii) hours of work, and

iv) safety at work,

v) Security and

vi) Grievances

Question 2:

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:

As a student of IUEA explain the five approaches to the study of industrial relations theory? (20 marks)

Question 2:

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 3:

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 4:

What are the consequences of industrial disputes? (20 marks)

Question 5:

What is the jurisdiction of the Industrial Court in a country of your choice (20 marks)

Question 6:

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

Question 7:

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 8:

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

Question 9:

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

Question 10:

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

Question 11:

Discuss the fundamental principles of ILO outlined below.

a. types of labor

b. Skilled

c. Unskilled

d. Semi-skilled and

e. Professional

Question 12:

Discuss the Pillars of ILO outlined below

a. Labor movements

b. Wage setting

c. Working time

d. Child labor

e. Working conditions

Question 13:

Impact of Industrial disputes look into Personal injury, Loss due to destruction of property, and Physical intimidation or inconveniences also arises Impact on employees. Employees also get affected with industrial disputes and They lose their wages during the period of strikes. Explain giving examples. (20 marks)