



PAC INSTITUTE OF TECHNOLOGY AND SOCIAL STUDIES MAY-AUGUST 2025 ASSESSMENT

FORMATIVE ASSESSMENT

Qualification / Course : HUMAN RESOURCE MANAGEMENT L6

Unit of Competency : MANAGEMENT OF EMPLOYEE RELATIONS

WRITTEN ASSESSMENT

TIME: 3 HOURS

INSTRUCTIONS TO THE CANDIDATE:

- 1. Read all the instructions carefully before attempting the questions.*
- 2. This paper consists of two sections, A & B.*
- 3. You are allowed 3 Hours to Answer the questions.*
- 4. Marks for each question are indicated in brackets.*
- 5. Write your responses in the Separate Answer booklet provided.*
- 6. Do not write anything on this question paper.*

SECTION A: (40 MARKS)

Answer ALL questions in this section.

1. State **FOUR** Elements of employee relations as applied in the organization. (4marks)
2. Outline **FOUR** Importance of employee relations in an organizational set up. (4marks)
3. Highlight **FOUR** Types of collective bargaining in employee relations. (4marks)
4. Highlight **FOUR** Challenges facing Collective Bargaining. (4marks)
5. List **FOUR** first steps of a collective bargaining procedures. (4marks)
6. Enumerate **FOUR** Conditions for success in CB towards ensuring a conducive working environment. (4marks)
7. Outline **FOUR** emerging trends in the field of Industrial Relations that affect the workers in an organization. (4marks)
8. Enumerate **FOUR** Advantages and FIVE challenges facing trade union movement in Kenya. (4marks)
9. Outline **FOUR** Importance of trade unions in favour of the employee. (4marks)
10. Outline **FIVE** reasons employees join the trade unions in large numbers. (4marks)

SECTION B: (60 MARKS)

*Attempt any **THREE** questions in this section.*

11. a) With time trade union movements have evolved. Explain the **STRUCTURE** of trade unions movement in Kenya today. (10marks)

b) A part from unions that are for the interest of employees, the employers also enjoy protection from their unions. Explain **FIVE** functions of FKE in Kenya today. (10marks)
12. a) Emerging trends in the field of Industrial Relations (IR) reflect the evolving dynamics between employers, employees, and the broader labour market. Explain **FIVE** of these emerging trends. (10marks)

b). In relation to the scenario described in 12a, explain the **FIVE** benefits of Joint Consultation to the management and employees. (10marks)
13. a) Many employers are opposed to their members joining the Unions. Outline **FIVE** reasons for this opposition. (10 marks)

b) Unions have become a popular channel for championing for better pay and working conditions in the modern world. Explain **FIVE** grounds that are used as the criteria to unionize employees. (10marks)
14. a) Employees enjoy a number of benefits by being union members. Outline **FIVE** benefits they accrue by being union members at the workplace. (10marks)

b) Collective bargaining is the process in which workers join together to demand higher wages, greater benefits, or improved working conditions. Explain **FIVE** conditions for success in collective bargaining towards ensuring a conducive working environment (10marks)