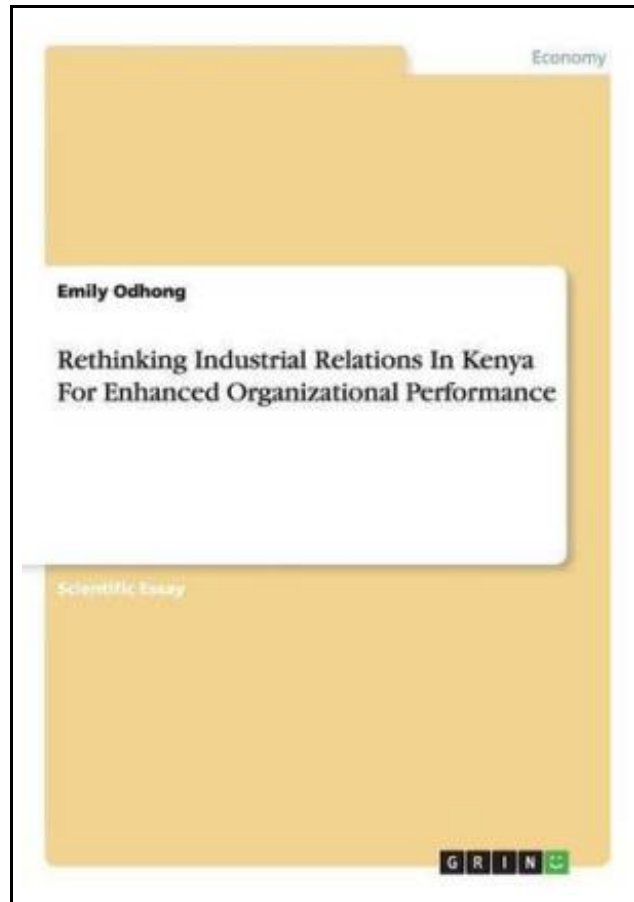


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RETHINKING INDUSTRIAL RELATIONS IN KENYA FOR ENHANCED ORGANIZATIONAL PERFORMANCE



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GRIN Verlag Apr 2016, 2016. Taschenbuch. Book Condition: Neu. 210x148x1 mm. This item is printed on demand - Print on Demand Neuware - Scientific Essay from the year 2013 in the subject Business economics - Business Management, Corporate Governance, , language: English, abstract: This paper examines the industrial relations in Kenya and rethinks them for enhanced organizational performance. The paper explores the scope of modern industrial relations and the paradigm shift required in industrial relations practice to promote organizational productivity and competitiveness. The conceptual foundation of this paper is anchored on political theories of pluralism, unitarism and economic theory of trade unions. Non-experimental research design and evaluative techniques of analysis have been employed. The paper advocates for adoption of modern industrial relations system, which integrates employee participation and involvement in decision making. It also roots for building of trust and confidence among employees and managers, and social dialogue at enterprise, organizational and national levels. Kenya has in the past had cases of industrial strikes covering virtually all sectors of the country's economy. In the year 2011, for example, a total of 21 industrial strikes were reported involving 13,499 employees with up to 175,329 man-days lost. The scenario was not any different in 2012. The nationwide strikes by teachers and health workers in 2013 brought paralysis in the social sectors of education and health, while the March 2014 strikes by teaching and non-teaching staff of the public universities undoubtedly aggravated wastage to the nation's valuable human capital. Industrial strikes have negative effects on organizational productivity, enterprise competitiveness, economic growth and overall achievement of the aspirations of the Kenya Vision 2030. The system and practice of industrial relations in a country has an important bearing on the state of industrial harmony. The system of industrial relations affects four elements in innovation: motive,...



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