

Factors affecting labour relations and settlement of industrial disputes in public institutions of higher learning

Author: Muhia, Fredrick James

Abstract:

In recent times, there has been a proliferation of industrial disputes in public institutions of higher learning. This has made the need to establish factors that affect labour relations and settlement of industrial disputes in these institutions more urgent. The purpose of the study was to establish factors that affect labour relations and settlement of industrial disputes in public institutions of higher learning. The study established that, among others, factors that tend to affect labour relations and settlement of industrial disputes in public institutions of higher learning include inadequate or lack of training among union officials, poor attitude and undemocratic leadership styles among the institutions top management, non-effective or obsolete schemes of service, and poor handling of the dispute settlement processes. Some of the recommendations made include the need for union officials to undertake adequate and relevant training, top management of these institutions to adopt a positive attitude towards workers and more democratic style of leadership. There is also the need for public institutions of higher learning to revise and upgrade the existing schemes of service for all cadre of staff and to improve the process of handling and settlement of industrial disputes.