



KISII UNIVERSITY
UNIVERSITY EXAMINATIONS

**SECOND YEAR EXAMINATION FOR THE AWARD OF THE DEGREE OF
BACHELOR OF IN SOCIAL WORK AND COMMUNITY DEVELOPMENT
SECOND SEMESTER 2021/2022
[JUNE-SEPTEMBER, 2022]**

SWSA 202: DYNAMICS OF WORK AND EMPLOYEES WELFARE

STREAM: Y2S2

TIME: 2 HOURS

DAY: MONDAY, 3:00 – 5:00 PM

DATE: 05/09/2022

INSTRUCTIONS

- 1. Do not write anything on this question paper.***
- 2. Answer question ONE (Compulsory) and any other TWO questions.***

QUESTION ONE

- Define employee welfare. (3marks)
- State at least (5) characteristics of labor welfare. (5marks)
- State and discuss the various types of welfare measures. (6marks)
- State and discuss at least (5) factors affecting job satisfaction. (10marks)
- State and discuss the various factors of production. (6marks)

QUESTION TWO

- State (5) functions of labor welfare. (5marks)
- Briefly discuss the following theories of job satisfaction. (15marks)
 - Hierarchy of needs
 - Two-factor
 - Cognitive dissonance
 - Value discrepancy

QUESTION THREE

(a) Critically discuss the following approaches to labor welfare. (15marks)

- i. Paternalistic
- ii. Atomistic
- iii. Mechanistic
- iv. Humanistic

(b) Discuss the major role of employers and their organizations
(5marks)

QUESTION FOUR

Discuss the role of International Labor Organization in strengthening employers organizations. (20marks)

QUESTION FIVE

Discuss the concept of “Labor Productivity” in relation to dynamics of work and employees welfare. (20marks)