FACTORS CONTRIBUTING TO INDUSTRIAL UNREST IN TEA FACTORIES IN KENYA

(A CASE STUDY OF WERU TEA FACTORY)

By

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L125/14070/2011

This is a proposal Submitted in Partial Fulfilment of the Award of Diploma in Human Resource Management of the University of Nairobi.

August 2012
DECLARATION

I declare that this is my original work and has never been presented for award of any degree or conferment of diploma in any University or college.

Pamellah Gakii Njue

Sign: __________________________ Date: __________________________

This research proposal is submitted for examination, with my approval as a University Supervisor.

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ABSTRACT

This study is based on the factors contributing to industrial unrest in tea factories in Kenya, a case study of Weru Tea Factory. The main objective of the study is to examine the factors that contribute to industrial unrest in tea factories. On literature review, the study found that all these factors are important and essential in every work environment and are supposed to be addressed if need arises to avoid conflicts between workers and the management, these factors are; inadequate payment, improper working conditions, introduction of new technology and long working hours. The research design is the descriptive survey, with a sample size of forty respondents and the data collection method is the questionnaire. This study has used frequency tables and percentages to present the data. The major findings from the study is that all these factors contribute to industrial unrest to large a degree and from the conclusion the researcher has given recommendations on inadequate payment that the factory should group the job tasks and pay them according to job group where one falls and provide proper sanitation to the workers so that conflicts are reduced and the issue of industrial unrest will decline if the recommendations are followed to carefully.