

**CAUSES OF EMPLOYER - EMPLOYEE CONFLICT WITHIN
THE WORKING ENVIRONMENT**

A Case Study of Trichamp Industry.

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DECLARATION

This is my original work and never been presented in any university for any academic award.

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This research project is submitted for examination with my approval as a university supervisor.

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ABSTRACT.

Conflicts between workers and their employers within any organization are inevitable. This can be seen simply because both have a different point of view, but for the organization to be successful it needs to have good relations between the employer and the employee.

This research was done in order to know what the causes of employer – employee conflict were, within the working environment of Trichamp industry. This was successful due to the help and availability of the respondents in the industry; they presented issues that I used as my data for the study. Both primary and secondary sources were used in the collection of the data. The main method of collection of the data was through questionnaire. This was made possible by a total number of 60 questionnaires having being well answered and returned, which was enough for the study. The secondary source was gathered from books, journals and the internet. The analyzed data was presented through charts, graphs and tables.

The study found out that the employers were to blame and they had neglected their duties which had lead to the disputes. Most employees complained of being over worked by working for long hours without pay raise. Among other problems the management head had to take this seriously and come up with solutions which will help the employee, employer and the organization.