

**ANALYSIS OF EMPLOYEE – EMPLOYER RELATIONSHIP IN
THE MANAGEMENT OF LOCAL AUTHORITIES OF KENYA. A
CASE STUDY OF MALABA TOWN COUNCIL**

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By

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Abstract

The research is based on the analysis of employee-employer relationship in the management of local authorities in Kenya

Frequent strikes, lockouts and general labour unrest in local authorities necessitated this research. Its objective was to find out the causes and possible solutions to the labour problems in local authorities. The hypothesis of the research was poor industrial relations is the major cause of day to day problems in local authorities, while the research question was; "What are the causes of poor industrial relations in local authorities?". Malaba Town Council was taken as a case study of the research.

The conceptual framework of the study was based on the concept of industrial relations. The literature review was based on the roles of local authorities and local government, history of Malaba Town Council, conditions necessary for both good and poor industrial relations, the methods used to improve industrial relations and significance of having good industrial relations. The data was collected by use of questionnaires, observations, face to face conversations, and interviews.

The respondents were chosen by use of simple random method and was analysed by both qualitative and quantitative techniques. The findings of the study revealed that there is poor industrial relations between the employees and the employers in local authorities in Kenya

Finally the study concludes that there is poor industrial relations in local authorities in Kenya, and recommends for good industrial relations for the improvements of labour relations in local authorities of Kenya. It also recommends further research to the causes of poor industrial relations in local authorities.