



MACHAKOS UNIVERSITY

University Examinations for 2020/2021 Academic Year

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF BUSINESS ADMINISTRATION

SECOND YEAR SECOND TERM EXAMINATION FOR

CERTIFICATE IN HUMAN RESOURCE MANAGEMENT

ELEMENTS OF LABOUR LAW

DATE: 8/6/2021

TIME: 2.30-5.30 PM

INSTRUCTIONS:

SECTION A (32 MARKS) ANSWER ALL THE QUESTIONS

1. State four sources of labor law in Kenya (4 marks)
2. List four issues covered by the collective bargaining (4 marks)
3. State three advantages of arbitration (3 marks)
4. Outline three roles of the industrial court in Kenya (3 marks)
5. Define grievance (2 marks)
6. Define recognition agreement (2 marks)
7. State four duties of an employee to the employer (4 marks)
8. Outline four objectives of a trade union (4 marks)
9. State three roles of the government in industrial relations (3 marks)
10. State three powers of a labor officer

SECTION B (68 MARKS) ANSWER FOUR QUESTIONS.

11. a) Explain six circumstances which would justify the summary dismissal of an employee (9 marks)
- b) Members of wango workers union intend to enter into a collective bargaining agreement with mambas enterprise. The members have come to you for advice to the procedure to follow in making the collective bargaining agreement. Outline the procedure (8 marks)

12. a) Outline six objectives of the federation of Kenya employers in industrial relations in Kenya. (9 marks)
- b) Explain the role of the ILO in improving welfare of workers (8 marks)
- 13 a) Explain the functions of COTU (9 marks)
- b) The industrial relations charter was signed in Kenya soon after independence. Explain why the independent found it necessary to have the charter signed (8 marks)
- 14 a) Outline six circumstances under which registration of a trade union may be cancelled (9 marks)
- b) Explain the types of deductions which an employer would be justified to deduct from the wages of his employees. (8 marks)
- 15 a) With reference to factories outline the enhancement of safety of persons in the premises with regard to transmission machinery. (9 marks)
- b) Outline the obligations of a shop steward to members of his union in the organization where he works. (8 marks)