



**TECHNICAL UNIVERSITY OF MOMBASA**  
***Faculty of Business & Social Studies***  
DEPARTMENT OF BUSINESS STUDIES

UNIVERSITY EXAMINATIONS FOR  
MASTERS IN BUSINESS ADMINISTRATION

**BMR 5104: EMPLOYMENT PRACTICE**

SPECIAL/SUPPLEMENTARY EXAMINATIONS

**SERIES: MARCH 2015**

**TIME: 3 HOURS**

**INSTRUCTIONS:**

– Answer any **FOUR** questions.

*This paper consists of Two printed pages*

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**QUESTION 1**

The employment contract gives the employer and employees certain rights and responsibilities.

- a) What responsibilities do employees have to their employer. **(10 marks)**
- b) What responsibilities do employers have to their employees? **(15 marks)**

**QUESTION 2**

What steps can employers take to minimize liability if a sexual harassment claim is filed against the organization. **(25 marks)**

### **QUESTION 3**

- a) What do you understand by the term “layoff”? **(5 marks)**
- b) What criteria is normally used to lay off workers. **(5 marks)**
- c) What are the alternatives to layoff. **(5 marks)**
- d) What does the law require an organization to do before implementing a layoff. **(10 marks)**

### **QUESTION 4**

What kind of information does an exit interview seek to extract and what are the pitfalls of these interviews. **(25 marks)**

### **QUESTION 5**

For many people, work is life; so losing a job is traumatic even if the person affected expected the loss and sees it as coming. How can you prevent workplace violence during terminations? **(25 marks)**