



# TECHNICAL UNIVERSITY OF MOMBASA

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SCHOOL OF BUSINESS

DEPARTMENT OF BUSINESS ADMINISTRATION

**UNIVERSITY EXAMINATION FOR:**

**DIPLOMA IN HUMAN RESOURCE MANAGEMENT**

**BHR 2202: INDUSTRIAL AND LABOUR LAWS**

**END OF SEMESTER EXAMINATION**

**SERIES: DECEMBER 2016**

**TIME: 2 HOURS**

**DATE:** Pick Date Dec 2016

## Instructions to Candidates

You should have the following for this examination

-Answer Booklet, examination pass and student ID

This paper consists of **FIVE** questions. Attempt question ONE (Compulsory) and any other **TWO** questions.

**Do not write on the question paper.**

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## **SECTION A (Compulsory) 30 Marks**

### **Question ONE**

- a) Explain the duties of an employee to the employer under a contract of employment (10 marks)
- b) Employment law and the employment relationship are influenced, created by and dependent upon a number of factors which may be considered to be the source of labour laws. Define labour law and outline the statutory legislation governing labour and industrial relations. (10 marks)
- c) Explain the statutory deductions to be made on an employee's salary (10 marks)

## **SECTION B**

### **Question TWO**

- a) State and explain five (5) provisions in the Employment Act that protect the employee (10 marks)

- b) Define the recognition agreement and the provisions outlined in the act for a trade union to be recognized (10 marks)

### **Question THREE**

- a) Describe redundancy and explain the procedure to be followed by the employer during redundancy (10 marks)
- b) Define a collective bargaining Agreement and outline five provisions in Labour Relations Act that govern the Agreements (10 marks)

### **Question FOUR**

- a) Explain the process of termination of employment by an employee and an employer. (10 marks)
- b) Distinguish between a strike and a lock out and explain the procedure for to be followed in a protected strike as outlined in the Labour Relations Act. (10 marks)

### **Question FIVE**

- a) Discuss the provisions relating to unprotected strikes and state the penalties for participating in an unprotected strike (10 marks)
- b) Explain five provisions in the Employment Act that governs wages (10 marks)