



## TECHNICAL UNIVERSITY OF MOMBASA

---

School of Business

### UNIVERSITY EXAMINATION FOR:

DIPLOMA IN HUMAN RESOURCE MANAGEMENT

BHR 2202: INDUSTRIAL AND LABOUR LAWS

END OF SEMESTER EXAMINATION

**SERIES: AUGUST 2019**

**TIME: 2 HOURS**

**DATE:**

#### **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.**

---

#### **Question ONE**

- (a) Trace the evolution process of industrial relations movement in Kenya since independence  
(15marks)
- (b) In relation to the Employment Act Cap 226 Laws of Kenya, state EIGHT deductions that an employer may make from the wages of his employee. (8 marks)
- (c) State SEVEN matters that are dealt with by the Trade Disputes Act Cap 234 Laws of Kenya  
(7 marks)

#### **Question TWO**

- (a) Outline SIX steps that the Minister for Labour may take upon receipt of a report of a trade dispute  
(12 marks)
- (b) The members of Kubasi Union have had their licence cancelled by the Minister; they have some liabilities and some property. They wish to know the consequences of cancellation of the trade union.  
  
Advise the members of Kubasi Union on FOUR consequences of the cancellation having regard to the facts above  
(8 marks)

#### **Question THREE**

(a) Explain the sources of Labour Law in Kenya? (10 marks)

(b) (i) Define the term 'Contract of Employment' (2 marks)

(ii) Outline FOUR elements of the contract of employment (8 marks)

**Question FOUR**

(a) Highlight FOUR basic conditions of employment in labour law. ( 8 marks)

(b) Under the common law, employees owe specific duties to their employers. Outline SIX such duties (12 marks)

**Question FIVE**

(a) Identify FOUR ways of lawful termination of employment. (8 marks)

(b) Outline SIX causes of industrial conflict. (12 marks)