



TECHNICAL UNIVERSITY OF MOMBASA

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 2022

TIME: 2 HOURS

Instructions to Candidates

This paper consists of FIVE questions

Answer question ONE (COMPULSORY) and any other TWO questions.

This paper consists of two printed pages.

DO NOT WRITE ON THIS QUESTION PAPER

Mobile phones are NOT allowed in the examination room

QUESTION ONE

(a) State the meaning of each of the following terms of employment:

(i) Permanent terms. (2marks)

(ii) Casual terms. (2marks)

(iii) Probationary terms. (2marks)

(iv) Temporary terms. (2marks)

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

(c) Highlight **FIVE** consequences that an employee may face for participating in an Illegal strike. (10 marks)

QUESTION TWO

(a) Explain **THREE** types of "Alternative Dispute Resolutions" that may be used to resolve disputes between employers and employees (6marks)

(b) Explain **THREE** types of disputes that may be resolved by the industrial Court.

(6marks)

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

QUESTION THREE

(a) Employment law and the employment relationship are influenced, created by and dependent upon a number of factors which may be considered to be the sources of Labour Law in Kenya. Outline these sources. (10 marks)

(b) Explain **FIVE** reasons that may make a Court of Law to reverse an employee's termination of service. (10 marks)

QUESTION FOUR

(a) Trace the evolution process of industrial relations movement in Kenya since independence (12 marks)

(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)

QUESTION FIVE

(a) Explain **FIVE** ways in which good industrial relations may impact positively on a country's economy. (10 marks)

(b) Under the Industrial Relations Charter, the government is obliged to observe some things. Discuss any **FIVE**. (10 marks)