



# TECHNICAL UNIVERSITY OF MOMBASA

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SCHOOL OF BUSINESS  
UNIVERSITY EXAMINATION FOR:  
DIPLOMA IN HUMAN RESOURCE MANAGEMENT  
BHR 2202: INDUSTRIAL AND LABOUR LAWS

END OF SEMESTER EXAMINATION

**SERIES: APRIL 2022**

**TIME: 2 HOURS**

**DATE: APRIL 2022**

## 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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## Question ONE

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

(i) Permanent terms.

(ii) Casual terms.

(iii) Probationary terms.

(iv) Temporary terms.

(8marks)

(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)