



PAN AFRICA CHRISTIAN UNIVERSITY

BACHELORS OF BUSINESS LEADERSHIP

END TERM EXAMINATION-ONLINE

DEPARTMENT: BUSINESS

COURSE CODE: BUH 3313/ CHR304 LABOUR LAW

ANSWER FOUR QUESTIONS ONLY

{10 MARKS EACH}

SECTION A

QUESTION ONE {COMPULSORY}

{10 MARKS}

- a) Brian works with Wetu insurance company. Discuss **Five** rights he has an employee with that organization
(5mks)
- b) Explain the significance of Collective Bargaining to the members of Kenya Union of Teachers **(5mks)**

SECTION B: ANSWER THREE QUESTIONS ONLY

{10 MARKS EACH}

QUESTION TWO

10 MARKS

- a) You have been invited for an interview in XY Company and you are required to prepare a presentation on **FOUR** roles of law in an organization. Discuss your presentation **(4mks)**.
- b) George a CEO with Usawa Company led the company for Twenty years. The time he joined the company, most of its employees were not unionized but by the time he left the Organization, most of them belonged to a Trade Union. Explain **THREE** reasons why these employees become members of a Trade union **(6mks)**

QUESTION THREE

10MARKS

- a) Explain **TWO** matters settled through Industrial courts **(2mks)**
- b) Differentiate between Legal and Moral wrongs **(4mks)**
- c) Describe **FOUR** Contents of an Employment Agreement **(4mks)**

QUESTION FOUR

10 MARKS

- a) Discuss any **FOUR** forms of Employment contracts **(4mks)**
- b) Joan is a senior employee with a reputable company. All the employees in this company are unionized. There is a conflict between the management and the employees of the company. Being a member of the management team, Joan is not sure whether to resolve the dispute in or outside court. She approaches Mary for some advice on the same. Mary advises her to settle the dispute outside the court. Explain **THREE** reasons for Mary's advice against Court settlement of the dispute **(6mks)**.

QUESTION FIVE

10 MARKS

- a) Discuss **TWO** contemporary issues facing Labour Market in Kenya today **(2mks)**
- b) Giving relevant examples, explain **TWO** causes of Industrial Disputes in Kenya **(4mks)**
- c) Discuss **FOUR** purposes of a Trade Union **(4mks)**

QUESTION SIX

10 MARKS

- a) You have been invited to a forum in Wema company as a Human Resource consultant. You have been asked to give a presentation on **FOUR** objectives of Labour Law. Discuss your presentation **(4mks)**
- b) Explain **THREE** objectives of the International Labour Organization **(6mks)**

END OF EXAM