



PAN AFRICA CHRISTIAN UNIVERSITY

SCHOOL OF LEADERSHIP, BUSINESS & TECHNOLOGY

END OF SEMESTER EXAMINATION FOR THE DEGREE OF

BACHELOR OF BUSINESS LEADERSHIP

JANUARY-APRIL 2019 SEMESTER

CAMPUS: ROYSAMBU

DEPARTMENT: BUSINESS STUDIES

COURSE CODE: BUH3113

COURSE TITLE: LABOUR LAW

EXAM DATE: MONDAY 15th APRIL 2019

DURATION: 3 HOURS

TIME: 6:00PM-9:00PM

MODE: ONLINE

INSTRUCTIONS

- Read the instructions and questions carefully before you write the answers.
- Answer any **FOUR** questions
- *ALL PAC University's examination rules and regulations apply*

QUESTION ONE

- a. Discuss two reasons that may lead to summary dismissal of an employee after the employer has followed proper procedure. **(5 Marks)**
- b. Explain three general provisions of employment contracts. **(5 Marks)**

QUESTION TWO

Discuss five variables that influence the collective bargaining process. **(10 Marks)**

QUESTION THREE

- a Discuss two instances when collective bargaining is not in good faith. **(4 Marks)**
- b. . Explain three unfair practices that employers impose to their employees. **(6 Marks)**

QUESTION FOUR

Discuss five core labour legislations in Kenya. **(10 Marks)**

QUESTION FIVE

In May 2001, a taskforce to review the labor laws was appointed by the Attorney General (Gazette Notice No. 3204), within an International Labor Organization project. Discuss the terms of reference for the Taskforce. **(10 Marks)**

QUESTION SIX

- a. Explain four types of strikes that employees can engage in. **(4 Marks)**
- b. Discuss three sources of the Kenyan labour law. **(6 Marks)**