



PAN AFRICA CHRISTIAN UNIVERSITY

SCHOOL OF LEADERSHIP, BUSINESS AND TECHNOLOGY

**END OF SEMESTER EXAMINATION FOR THE DEGREE OF
BACHELOR OF COMMERCE**

BACHELOR OF BUSINESS LEADERSHIP

JANUARY –APRIL 2021

CAMPUS: ROYSAMBU

DEPARTMENT: BUSINESS

COURSE CODE: BUH3113 | CHR304

COURSE TITLE: LABOUR LAW

EXAM DATE: TUESDAY 6TH APRIL 2021

TIME: 8:00AM-11:00AM

INSTRUCTIONS

- Read the instructions and questions carefully before you write the answers.
- Answer question ONE and ANY other THREE questions

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BACHELOR OF BUSINESS LEADERSHIP**

JANUARY-DECEMBER

CAMPUS: ROYSAMBU-DAY (ON-LINE)

DEPARTMENT: BUSINESS STUDIES

COURSE CODE: CHR 304/BUH 3113

COURSE TITLE: LABOUR LAW

EXAM DATE: APRIL 2020

TIME: 8.00AM -11.00 AM

INSTRUCTIONS

- Read all questions carefully before attempting.
- Answer question 1 and any other three questions.

SECTION A: Question One (Compulsory)

Labour is the amount of physical, mental, and social effort used to produce goods and services in an economy. Laborers receive a wage to buy the goods and services they don't produce themselves. Those without desired skills or abilities often don't even get paid a living wage. The relationship between the employee and employer is guided by labour laws. Labour laws have a uniform purpose; they protect employees' rights and set forth employers' obligations and responsibilities. Using the case,

- a) Describe the key areas of the employer- employee relationship covered under Labour Law (4 marks)

- b) Explain **three** key rights of employees giving relevant examples of their common violation in Kenya (6 marks)

SECTION B: Answer any three Questions

Question Two

- a) Identify **four** terms and conditions of employment covered under the employment contract under the International Labour Organization guidelines (4marks)
- b) Explain **three** reasons contributing to a breach of employment contract (6 marks)

Question Three

- a) Describe **five** key steps in the collective bargaining process (5 marks)
- b) Explain **five** hindrances to an effective Collective bargaining process giving relevant examples from the Kenyan labour market (5 marks)
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Question Four

- a) Discuss **four** legal aspects of the employment Law in Kenya (4 marks)
- b) Explain **three** ways employers can nurture a healthy employer-employee relationship (6 marks)

Question Five

- a) Discuss **four** roles played by the Industrial Court in regulating labour in Kenya

(4 marks)

- b) Describe the tripartite relationship between employers, employees and trade unions giving the key role played by each party (6 marks)

Question Six

- a) Outline the role of the **three** organs of the International Labour Organization (4 marks)
- b) Assess the benefits of establishing international labour standards by the International Labour Organization (6 marks)

THE END