



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

MAY-AUGUST 2018

CAMPUS: VALLEY ROAD

DEPARTMENT: BUSINESS STUDIES

COURSE CODE: CHR304 | BUH3313

COURSE TITLE: LABOUR LAW

EXAM DATE: WEDNESDAY 8TH AUGUST 2018

TIME: 5:30PM-8:30PM

INSTRUCTIONS

- Write your **student number** on the answer booklet provided.
- Read the questions carefully before attempting.
- This exam script consists of **six (6)** questions.
- Answer question ONE and any other FOUR questions:
- *ALL PAC University's examination rules and regulations apply*

SECTION A: COMPULSORY QUESTION {40 MARKS}
QUESTION 1

- (a) Describe the following terms as used in Labour Law
- i. Minimum wage (2 Marks)
 - ii. Forced Labour (2 Marks)
 - iii. Dominant impression test (2 Marks)
 - iv. Disparate treatment (2 Marks)
 - v. Imaginary grievance (2 Marks)
- (b) Highlight FIVE sources of labor law. (5 Marks)
- (c) Briefly explain your understanding of the history and origin of labor law in Kenya. (5 Marks)
- (d) Explain THREE causes of employee grievances. (6 Marks)
- (e) Outline any FOUR penalties for engaging in an unlawful strike (4 Marks)
- (f) Explain THREE unfair labour practices by employers. (6 Marks)
- (g) Outline FOUR advantages of arbitration as a mode of settling industrial disputes. (4 Marks)

SECTION B: ANSWER ANY FOUR QUESTIONS {15 MARKS EACH}
QUESTION 2

- (a) The employer has much right to be heard as the employee. The employer has also rights to join a union that will protect their interest. Explain five roles of the Federation of Kenya of Employers. (10 Marks)
- (b) List FIVE labour laws that were enacted by Parliament of Kenya in 2007 (5 Marks)

QUESTION 3

- (a) Explain why harmonious employee relations are essential in an organization. (10 Marks)
- (b) Outline FIVE causes of indiscipline in organizations. (5 Marks)

QUESTION 4

- (a) As a labour laws expert, you have been invited by an organization to speak on “the need to be unionized.” Explain to the employees FIVE reasons why this is important. (10 Marks)
- (b) In relation to the Employment Act Laws of Kenya, state FIVE deductions that an employer may make from the wages of his employee. (5Marks)

QUESTION 5

- (a) Discuss any FIVE functions of International Labor Organization (ILO)(10Marks)
- (b) Identify FIVE types of leaves available according to the employment Act.(5 Mks)

QUESTION 6

- (a) Explain FIVE ways in which an employee can be summarily dismissed in law (10 Marks)

(b) Highlight FIVE negative impact of Layoffs .

(5 Marks)