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KIRIRI WOMENS' UNIVERSITY OF SCIENCE AND TECHNOLOGY
UNIVERSITY EXAMINATION, 2021/2022 ACADEMIC YEAR
END SEMESTER EXAMINATION
FOR THE CERTIFICATE IN HUMAN RESOURCE MANAGEMENT
CHR 109. INTRODUCTION TO LABOUR AND INDUSTRIAL RELATIONS
MAIN EXAMINATIONS

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS)

QUESTION ONE COMPULSARY (30MARKS)

- a) Identify the key objectives of Industrial Relations in organizations (8marks)
- b) Highlight the scope of Industrial Relations (6marks)
- c) Examine the importance of labour laws in the employment relationship(6marks)
- d) List the contents of employment contract as per the employment contract 2007(6marks)
- e) Briefly describe the structure of Industrial Court in Kenya(4marks)

QUESTION TWO:

- a) Explain the responsibilities of the employer in the Work Injury benefits Act (10 marks)
- b) With relevant examples discuss the various types of trade unions in Kenya (10marks)

QUESTION THREE:

- a) Examine the objectives of collective bargaining with reference to Kenyan organizations (10marks)
- b) Evaluate the functions of the Industrial Court in Kenya (10marks)

QUESTION FOUR:

- a) Highlight the Contents of occupational safety and health Act 2007 (10marks)
- b) Discuss how an organization can prevent disputes arising from the employment relationship (10marks)

QUESTION FIVE

- a) Using relevant examples, explain the reasons for the formation of trade unions in Kenya (10marks)
- b) Identify employees' rights under the Employment Act 2007 (10marks)