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**KIRIRI WOMENS' UNIVERSITY OF SCIENCE AND TECHNOLOGY
UNIVERSITY EXAMINATION, 2017/2018 ACADEMIC YEAR
CERTIFICATE IN HUMAN RESOURCE**

CHR 109- INTRODUCTION TO LABOUR AND INDUSTRIAL RELATIONS

Date: 10th August 2018
Time: 8.30Am- 10.30Am

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS

QUESTION ONE (30 MARKS)

- a) Explain the following terms as used within the labour laws
- i) Recognition agreement (2 Marks)
 - ii) Redundancy (2 Marks)
 - iii) Strike (2 Marks)
 - iv) Trade dispute (2 Marks)
 - v) Partial incapacity (2 Marks)
 - vi) Dependant (2 Marks)
- b) Explain the reasons that may lead to an employee being dismissed as per the labour laws in Kenya (8 Marks)
- c) Explain the challenges facing trade unions in Kenya today (10 Marks)

QUESTION TWO (20 MARKS)

- a) A contract of employment or service means an agreement whether oral or written, expressed or implied, to employ or to serve as an employee for a period of time. Explain the four main types of contracts allowed by the Kenyan labour laws (8 Marks)
- b) Explain any four the jurisdictions of the Industrial court of Kenya (8 Marks)
- c) List any two obligations of the employer in the employment (4 Marks)

QUESTION THREE (20MARKS)

- a) Explain the employer's liability for compensation for death or incapacity resulting from an accident as stipulated in the Workman Compensation Act Cap 236 laws of Kenya. (8 Marks)
- b) Explain the main objectives of the trade unions in Kenya (8 Marks)
- c) List the responsibilities of the employee in the employment relationship (4 Marks)

QUESTION FOUR (20 MARKS)

- a) Explain the circumstances under which strikes and lockouts can be termed as illegal under the Trade disputes act (8 Marks)
- b) Outline the Main sources of the labour laws in Kenya (8 Marks)
- c) An employment particulars statement is a list of information about an employee and terms of engagement. List any four information contained in the particular statement (4 Marks)

QUESTION FIVE (20MARKS)

- a) Outline any 6 reasons for joining a trade union (10 Marks)
- b) Discuss elements in bargaining which will make bargaining not to be in good faith (10 Marks)