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KIRIRI WOMENS' UNIVERSITY OF SCIENCE AND TECHNOLOGY
UNIVERSITY EXAMINATION, 2022/2023 ACADEMIC YEAR
FIRST YEAR, FOURTH SEMESTER EXAMINATION
FOR THE DIPLOMA IN BUSINESS ADMINISTRATION
DBA 1009- LABOUR AND INDUSTRIAL RELATIONS

Date: 15TH DECEMBER 2022
Time: 8.30 am –

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS

QUESTION ONE (30 MARKS)

- a) List components that must expressly be included in a contract of employment. (6 Marks)
- b) Explain six reasons for employee non unionization. (6 Marks)
- c) Explain six indicators of good industrial relations in organizations. (6 Marks)
- d) Distinguish between labour relations and Industrial Relations. (2 Marks)
- e) Examine the general codes of conduct relating to professionalism provided by the Public Officer Ethics Act for public officers. (6 Marks)
- f) Distinguish between Work Injury Benefits Act and Occupational Safety and Health Act, 2007. (4 Marks)

QUESTION TWO (20 MARKS)

- a) Analyze the role of the different players in industrial relations. (6 Marks)
- b) Examine the influence of industrial relations on organizational performance. (6 Marks)
- c) Describe the components of a valid contract of employment as provided by Law. (8 Marks)

QUESTION THREE (20 MARKS)

- a) Describe the procedure of reporting and resolution of trade disputes in Kenya as provided by the Labour Relations Act, Kenya. (6 Marks)
- b) Success in collective bargaining is not always guaranteed. Explain this statement. (8 Marks)
- c) Analyze the duties of employees as provided by the Work Injury Benefits Act, Kenya. (6 Marks)

QUESTION FOUR (20 MARKS)

- a) Summarize the role of the National Industrial training council as provided by the Industrial Training Act, 2011. (6 Marks)
- b) Describe the provisions of the Law relating to protection of wages and salaries as provided by the Employment Act, 2007. (8 Marks)
- c) Evaluate the role of employers in maintenance of Health and Safety at the workplace as provided by the Occupational Safety and Health Act, Kenya. (6 Marks)

QUESTION FIVE (20 MARKS)

- a) Under what conditions can an employee be summarily dismissed as provided by the employment law. (6 Marks)
- b) Describe four emerging issues and trends in industrial law in Kenya. (8 Marks)
- c) Describe the jurisdiction of the employment and Labour Relations Court, Kenya. (6 Marks)