



Kasarani Campus
Off Thika Road
Tel.2042692/3
P.O Box 49274,00100
NAIROBI
Westland Campus
Pamstech House
Woodvale Grove
Tel. 4442212

KIRIRI WOMEN'S UNIVERSITY OF SCIENCE AND TECHNOLOGY
UNIVERSITY EXAMINATION, 2022/2023 ACADEMIC YEAR
FIRST YEAR, SECOND SEMESTER END OF SEMESTER EXAMINATION
DIPLOMA IN HUMAN RESOURCE MANAGEMENT
DHR 1110-LABOUR LAW

Date:1st August 2022
Time:8.30am-10.30am

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS
QUESTION ONE COMPULSORY (30 MARKS)

Mr. Matanda was employed at a tea factory in upperland farm, located in Makindu town. He worked as a farm manager for over five (5) years. One evening theft occurred in the farm and factory equipment were stolen. Upon reporting the incident to the executive management, he was asked to do a report outlining the incident and what actions he had taken to ensure recovery of the equipment. Before he submitted the report, he received a letter from the management company terminating his employment with the company and was asked to clear from the institution with immediate effect.

Required:

In reference to the above case study;

- a) Define employment contract (2 Marks)
- b) Examine the content of an employment contract that Mr. Matanda had (6 Marks)
- c) Briefly discuss historical development of labour law (6 Marks)
- d) Describe the rights that Mr. Matanda has with Upperland farm (6 Marks)
- e) Highlight various ways in which an employment can be terminated (6 Marks)
- f) From the case above, do you think Mr. Matanda can take action against Upperlands firm and what are some of the remedies available for him. (4 Marks)

QUESTION TWO (20 MARKS)

- a) Discuss the concept of industrial relations (10 marks)
- b) Briefly discuss the sources of Labor law (10 Marks)

QUESTION THREE (20 MARKS)

- a) Briefly discuss duties of an employee (10 Marks)
- b) Discuss causes of trade disputes between an employer and employee (10 Marks)

QUESTION FOUR (20 MARKS)

- a) Critically discuss occupational health and safety concept (8Marks)
- b) Discuss powers of industrial courts (6 Marks)
- c) Discuss reasons for formation of trade unions (6 Marks)

QUESTION FIVE (20 MARKS)

- a) Discuss the issues surrounding remuneration of workers (6 Marks)
- b) Critically analyze the legal issues concerning remuneration of workers (8 marks)
- c) Critically discuss features of trade union organizations (6 Marks)