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KIRIRI WOMENS' UNIVERSITY OF SCIENCE AND TECHNOLOGY
UNIVERSITY EXAMINATION, 2024/2025 ACADEMIC YEAR
FIRST YEAR, SECOND SEMESTER EXAMINATION
FOR THE CERTIFICATE IN BUSINESS MANAGEMENT
CBM 022: BUSINESS LAW

Date: 13TH DECEMBER 2024

Time: 11:30AM-1:30PM

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS

QUESTION ONE (30 MARKS)

ABC Enterprises Ltd. is a mid-sized company in Kenya specializing in manufacturing household appliances. The company has recently experienced significant growth, leading to the need for additional staff. The management decides to hire new employees and issues employment contracts outlining the terms and conditions of employment. John, a newly hired production supervisor, signs a fixed-term employment contract for one year. The contract specifies a monthly salary, working hours, and responsibilities. It also states that John can only be terminated for just cause, and he must give a month's notice if he wishes to resign.

Required:

With reference to the above case study;

- a) Identify the significance of business law ABC Enterprises Ltd. **(6 Marks)**
- b) Describe the essential elements of a valid employment contract using John's contract as an example. **(5 Marks)**
- c) Identify emerging trends in business law could impact ABC Enterprises Ltd. as it expands? **(5 Marks)**
- d) Explain duties that would arise from the agency relationship between John and ABC enterprise limited. **(5 Marks)**
- e) Highlight two significances of property law in the regulation of business assets to ABC enterprise Ltd. **(5 Marks)**
- f) List any four types of agents that ABC Enterprise LTD can engage in their business expansion. **(4 Marks)**

QUESTION TWO (20 MARKS)

- a) Describe four functions of the High Court in relation to employment disputes. **(8 Marks)**
- b) Discuss the different types of corporations in Kenya and the legal advantages of incorporating a business. **(6 Marks)**
- c) Explain the three advantages of administrative tribunals in handling cases that cannot be heard by any other court **(6 Marks)**

QUESTION THREE (20 MARKS)

- a) Discuss the arms of the government in Kenya and explain their roles in public law (8 Marks)
- b) Explain four constitutional rights that Kenyan employess have that may protect them from wrongful termination? (6 Marks)
- c) Identify and explain any three sources of Kenyan law. (6 Marks)

QUESTION FOUR (20 MARKS)

- a) Discuss four ways through which an agency relationship may be discharged. (8 Marks)
- b) Describe potential challenges that companies in Kenya may face in adapting to the trends in business law and propose coping strategies. (6 Marks)
- c) Differentiate between natural persons and artificial persons (legal entities) under Kenyan law. (6 Marks)

QUESTION FIVE (20 MARKS)

- a) Highlight four principles that guide the acquisition and transfer of property in Kenya after the promulgation of the new constitution. (8 Marks)
- b) Discuss three responsibilities of employers and employees under employment law. (6 Marks)
- c) Discuss three aspects on how technological advancements affect the legal landscape of business law in Kenya. (6 Marks)