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**KIRIRI WOMEN'S UNIVERSITY OF SCIENCE AND TECHNOLOGY**  
**UNIVERSITY EXAMINATION, 2024/2025 ACADEMIC YEAR**  
**FIRST YEAR, FIRST SEMESTER EXAMINATION**  
**FOR THE DIPLOMA IN HUMAN RESOURCE MANAGEMENT**  
**DHR 1110: LABOUR LAWS**

Date: 9<sup>TH</sup> DECEMBER 2024  
Time: 11:30AM-1:30PM

**INSTRUCTIONS TO CANDIDATES**

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

**QUESTION ONE (30 MARKS)**

- a) Enumerate the main purpose of laws in Kenya. (6 Marks)
- b) Explain how you would apply the Employment Act 2007 (Amended in 2021) in Human Resource Management. (6 Marks)
- c) Describe three ways in which the National Hospital Insurance Fund (NHIF) Act cap 255(Amended) in 2022 contributes to the provision of universal healthcare for Kenyan citizens. (6 Marks)
- d) Identify the role of the Labour Relations Act 2007 in protecting the rights of workers. (6 Marks)
- e) Explain the following terms as used in the Work Injury Benefits Act 2007(WIBA). (6 Marks)
  - i) Occupational disease. (2 Marks)
  - ii) Temporary Total Incapacity (TTI). (2 Marks)
  - iii) Compensation. (2 Marks)

**QUESTION TWO (20 MARKS)**

- a) Explain how international labour standards, as established by the International Labour Organization (ILO), contribute to the protection of workers' rights. (6 Marks)
- b) Examine the key advantages of labour laws for employees in Kenya. (8 Marks)
- c) Explain how the Occupational Safety and Health Act (OSHA) 2007, contributes to the promotion of workplace safety and health standards. (6 Marks)

**QUESTION THREE (20 MARKS)**

- a) Explain how the Labour Institutions Act 2007 influence Human Resource Management practices in Kenya. (6 Marks)
- b) Evaluate the benefits of the National Social Security Fund (NSSF) Act to employees in Kenya. (6 Marks)
- c) Examine the key sections of the Human Resource Management Professional Act 2012 in Kenya. (8 Marks)

**QUESTION FOUR (20 MARKS)**

- a) Examine how Human Resource professionals can ensure compliance with the Labour Relations Act 2007 to maintain effective workplace-employee relations. (6 Marks)
- b) Discuss the specific provisions of the Employment Act 2007 that promote fair labour practices and enhance workplace relations. (6 Marks)
- c) Identify and explain the key sections of the Retirement Benefits Act. (8 Marks)

**QUESTION FIVE (20 MARKS)**

- a) Analyze the key purposes of the Employment and Labor Relations Court Act 2011(Revised in 2016). (6 Marks)
- b) Discuss the relevance of the Industrial Training Act 2011 in shaping Human Resource Management practices within organizations. (6 Marks)
- c) Identify and explain the key sections of the Work Injury Benefits Act 2007(WIBA). (8 Marks)