



MURANG'A UNIVERSITY OF TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT.

UNIVERSITY ORDINARY EXAMINATION

2023/2024 ACADEMIC YEAR

SECOND YEAR SECOND SEMESTER EXAMINATION FOR BACHELOR

OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

BHR 206: LABOUR LAWS

DURATION: 2 HOURS

INSTRUCTIONS TO CANDIDATES:

1. Answer question one and any other two questions.
2. Mobile phones are not allowed in the examination room.
3. You are not allowed to write on this examination question paper.

SECTION A: ANSWER ALL QUESTIONS IN THIS SECTION

QUESTION ONE (30 MARKS)

- a. State **five** JUST causes why an employer may dismiss an employee. (5 marks)
- b. There are **eight** core conventions by international labour organisation. Identify any five of them. (5 marks)
- c. Outline **five** reasons why labour laws are necessary. (5 marks)
- d. State **five** types of employment contracts. (5 marks)
- e. Identify **five** types of legislations that are sources of labour laws. (5 marks)
- f. Outline **five** rights an employer has with regards to an employee. (5 marks)

SECTION B – ANSWER ANY TWO QUESTIONS IN THIS SECTION

QUESTION TWO (20 MARKS)

- a. Discuss the duties of an employer to an employee under the safety and health act 2007. (10 marks)
- b. Using relevant examples, explain **five** reasons why it was necessary to review the labour laws of Kenya that were in operation up to the year 2001, (10 marks)

QUESTION THREE (20 MARKS)

- a. Explain **five** employee rights with regards to an employer under the employment act 2007. (10 marks)
- b. Discuss **five** hazard control measures that a company can put in place after risk assessment so as to minimize injuries and diseases in a workplace. (10 marks)

QUESTION FOUR (20 MARKS)

- a. An employer is supposed to ensure that a workplace is free from risk that can harm an employee. Discuss the provision of the work injury benefits act 2007. (10 marks)
- b. Explain **five** possible causes of dispute in an organisation. (10 marks)