



MURANGA UNIVERSITY COLLEGE

(A constituent College of Jomo Kenyatta University of Agriculture & Technology)

TOWN CAMPUS

SUPPLEMENTARY/SPECIAL UNIVERSITY EXAMINATIONS

2014/2015 ACADEMIC YEAR

SECOND YEAR THIRD SEMESTER EXAMINATIONS

FORTHE DIPLOMABUSINESS MANAGEMENT.

COURSE CODE: DBH1213

COURSE TITLE: LABOUR LAW

DATE: 4TH AUGUST 2015

TIME: 2.00-4.00PM

INSTRUCTIONS TO CANDIDATES

- 1) Question **ONE** is compulsory
- 2) Attempt any other **TWO** questions

QUESTION ONE

- a) The law is very jealous about the rights of employees hence their embodiment in the Employment Act, 2007. In the light of this statement, explain the various rights of employees contained in the Employment Act, 2007 **(10mks).**
- b) Contracts are never perpetual, at any one point, they must come to an end. In view of this statement, describe any FIVE ways of terminating a contract of employment **(10mks).**
- c) Highlight the protections granted to wages or salaries of an employee under the Employment Act, 2007 **(10mks)**

QUESTION TWO

- a) Muthoni has lodged a complaint with their union shop steward that certain deductions appear in his payslip which he cannot comprehend. He would like to know whether such deductions are lawful or otherwise. Advise Muthoni on what constitutes lawful deductions under the Employment Act, 2007 **(10mks)**
- (b) Identify five ways of lawful termination of employment. **(10marks)**

QUESTION THREE

- a) State the meaning of each of the following terms of employment:
- (i) Permanent terms.
 - (ii) Casual terms.
 - (iii) Probatory terms.
 - (iv) Temporary terms. **(12marks)**
- b) Outline four causes of industrial conflict. **(8marks)**

QUESTION FOUR

- b) Explain five conditions that must be met by an employer before terminating a contract of service on redundancy reason **(10mks)**
- a) Highlight five contents of labour relations act 2007 **(10mks)**