



MURANG'A UNIVERSITY COLLEGE
(A Constituent College of Jomo Kenyatta University of Agriculture and Technology)

SCHOOL OF BUSINESS

HUMAN RESOURCE DEPARTMENT

2015/2016 ACADEMIC YEAR ORDINARY EXAMINATIONS

BSC HUMAN RESOURCE MANAGEMENT FOURTH YEAR SEMESTER II

UNIT CODE: HEH 2211

UNIT TITLE: LABOR LAWS

DATE: 18TH APRIL 2016

TIME : 2 HOUR

Instructions: Answer question One and any other two.

QUESTION ONE

Explain the Industrial Charter

(6 Marks)

- b) Elaborate on internal and external factors that affecting employment in Kenya (14 Marks)
- (i) Economic Factor
 - (ii) Political Factor
 - (iii) Migration Factor
 - (iv) Organizational Factors
 - (v) Demographic Factors
 - (vi) Gender Factor
 - (vii) Ethnicity Factor

c) Explain health general provisions under factories act

(10 Marks)

QUESTION TWO (12 MARKS)

Write short notes on the following

- (i) Prime movers
- (ii) Transmission machinery
- (iii) Other machinery
- (iv) Unfenced machinery
- (v) Construction and maintenance of fencing .
- (vi) Construction and disposal of new machinery

b) Government protects wages under the employment act explain (8 marks)

QUESTION THREE

Discuss compensation for injury under the following headings in factories act (16 Marks)

Employer's Liability for Compensation for Death or Incapacity Resulting from Accident.

- (ii) Compensation in Fatal Cases
- (iii) Compensation in Case of Permanent Total Incapacity
- (iv) Compensation in Case of Permanent Partial Incapacity
- (v) Compensation in Case of Temporary Incapacity
- (vi) Persons Entitled to Compensation
- (vii) Requirements as to Notice of Accident and Application for Compensation
- (viii) Employer to Report the Injury to, or Death of, a Workman and Method of Notification
- (ix) Medical Examination and Treatment

b) Explain advantages of implementing factories act (4 marks)

QUESTION FOUR

Discuss the duties and responsibilities of employer and employee on health and safety. (10 Marks)

b) Discuss occupational diseases in terms of (6 marks)

- (i) Compensation in Respect of Diseases
- (ii) Liability to Pay Compensation

c) Describe safety programmes (4 Marks)