



THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

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MAIN EXAMINATION

JANUARY – APRIL 2014 TRIMESTER

FACULTY OF COMMERCE

DEPARTMENT OF MARKETING AND MANAGEMENT

REGULAR PROGRAMME

CMM 322: LABOUR LAWS

Date: APRIL 2014

Duration: 2 Hours

INSTRUCTIONS: Answer Question ONE and ANY OTHER TWO Questions

- Q1. a) “Labour law is absolutely unnecessary for us, we are not lawyers. Why should they keep on teaching us irrelevant courses”, said a human resources management student in a leading private university.
- i) Do you agree with these students sentiments? Why? **(15 marks)**
- ii) What do you understand by the term labour law? **(5 marks)**
- b) “An employee has approached you for advice on what constitutes unfair dismissal”. What would be your response to this request? **(10 marks)**
- Q2. “The Kenyan labour law requires the employer to keep certain records”. Discuss the records required to be kept under the different Acts clearly showing the reasons why such records are required. **(20 marks)**
- Q3. Giving specific laws to justify your answer in each case. Discuss the sources of labour law in Kenya. **(20 marks)**

- Q4. a) Discuss the contract of employment clearly showing why it is necessary to give a written contract. **(10 marks)**
- b) “The labour relations Act gives an employee various rights and freedoms with regard to trade unions”. Discuss this statement using specific examples. **(10 marks)**

END