



THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

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MAIN EXAMINATION

MAY – JULY 2019 TRIMESTER

FACULTY OF COMMERCE

MBA SPECIAL / SUPPLEMENTARY PROGRAMME

CMH 610: EMPLOYMENT RELATIONS AND LAW

Date: JULY 2019

Duration: 3 Hours

INSTRUCTIONS: Answer Question ONE and any other THREE Questions

- Q1. a) It has been noted that discrimination can occur in the workplace. While defining discrimination, identify various stages in employment where discrimination may occur and give their remedies as per employment relations (10marks)
- b) Outline and discuss the various sources of employment law and the institutions that enforce each of the laws. (5marks)
- Q2. a) Employees are entitled to various rights at the workplace. Highlight the statutory deductions that an employee is entitled to in the workplace (10 marks)
- b) Highlight the responsibilities of an employee with regards to safety and health in an organization how an organization can gain by having a counselor in the workplace (5 marks)
- Q3. a) Discuss the essential conditions that must be put in place for the success of collective bargaining (10 marks)
- b) The Industrial Court is very important in trade dispute resolution. While defining what it is, highlight the role it plays in trade disputes. (5 marks)
- Q4. a) There are various distinctions between termination and dismissal in employment as spelled out in Section 16 and 17 of the Employment Act 2007. Analyze these distinctions

(10

marks)

b) Highlight the role of the employer in redundancy situation

(5 marks)

Q5. a) Total quality management has been embraced by all organizations that are striving to enhance the quality of their products and services. Highlight how the HR Department can incorporate TQM in its day to day activities

(10 marks)

b) Highlight the reasons for hiring a consultant to undertake a job evaluation exercise

(5 marks)

END