



COLLEGE OF HUMAN RESOURCE MANAGEMENT

CERTIFICATE IN HUMAN RESOURCE MANAGEMENT END OF SEMESTER EXAMS

SUBJECT: BASIC ACCOUNTING
SUBJECT CODE: 2908/202
LECTRURER: SAMUEL KIMANI
CLASS: CHRM 2013C
DATE: 27TH MAY 2014
TIME: 2 ½ HOURS

Instructions

- This paper has **FIVE** Questions
- Answer any **FOUR** Questions.

- (1) An employment relationship is contractual and can be discharged in the same way as any other normal contract. In addition to the normal ways of terminating employment contract there are modifications that have been brought by industrial/work place legislations, awards and agreement.
- a) In relation to the above statement discuss any 5 methods by which a contract of employment could be discharged in Kenya. **(10 marks)**
 - b) (i) Define Redundancy. **(2 marks)**
(ii) Explain the statutory procedure for redundancy. **(8 marks)**
- (2) (a) Independent African Government found it necessary to exercise control over the trade unions during the early period of their independence. In relations to this statement, evaluate five reasons why these governments controlled the trade union. **(10 marks)**
- (b) Explain the establishment, composition and the functions of Industrial training council. **(10 marks)**
- (3) (a) Explain the provisions under the relevant, statute (s) regarding obligations, rights and immunities of Trade Unions. **(12 marks)**
- (b) Explain the role of industrial court in the dispute resolution in Kenya. **(8 marks)**
- (4) (a) Explain Six legal procedures for the registration of collective bargaining. **(12 marks)**
- (b) Explain the preconditions for calling a lawful strike under the relevant statute. **(8 marks)**
- (5) Write explanatory notes on the following:-
- (a) Provisions relating to safety of employees. **(6 marks)**
 - (b) Obligations of Employers under the work injury benefits Act 2007. **(6 marks)**
 - (c) Exceptions to entitlement to service pay. **(8 marks)**