



**COLLEGE OF HUMAN RESOURCE
MANAGEMENT**
CERTIFICATE IN HUMAN RESOURCE MANAGEMENT
END OF SEMESTER EXAMS
ELEMENTS OF LABOUR LAW & INDUSTRIAL RELATIONS

CLASS: CHRM MODULE II 2015A EVENING
LECTURER: TOM OJWANG
DATE: 19TH MAY 2015
TIME: 2 ½ HOURS

INSTRUCTIONS: ANSWER ANY FOUR QUESTIONS

- 1(a)** Explain the labour laws promulgated in Kenya during the colonial rule. **(10 marks)**
- (b) Explain the importance of industrial relations. **(10 marks)**
- 2.** (a) Explain problems faced by the trade unions during its growth **(10 marks)**
- (b) In accordance with the Employment Act, explain the obligations of employers **(10 Marks)**
- 3.** (a) Describe the contents of a contract of employment **(10 marks)**
- (b) Explain the contents of a certificate of service. **(10 marks)**
- 4(a)** Explain the causes of industrial grievances in Kenya. **(10 marks)**
- (b) Describe the powers of the Industrial court. **(10 marks)**
- 5(a)** Describe circumstances under which, the registrar of trade unions may cancel the certificate of registration a union. **(10 marks)**
- (b) Explain the duties of the employees in relations to the Occupational Safety and health Act. **(10 marks)**
- 6(a)** List the contents in a Collective Bargaining Agreement. **(10 marks)**
- (b) Explain the ways the Ministry of labour plays its role in industrial Relations. **(10 marks)**