



## **MASENO UNIVERSITY**

### **UNIVERSITY EXAMINATIONS 2016/2017**

**FOURTH YEAR SECOND SEMESTER EXAMINATIONS FOR THE  
DEGREE OF BACHELOR OF BUSINESS ADMINISTRATION WITH  
INFORMATION TECHNOLOGY**

#### **MAIN CAMPUS**

#### **ABA 424: LABOUR LAWS**

Date: 27<sup>th</sup> July, 2017

Time: 8.30 - 11.30 am

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#### **INSTRUCTIONS:**

- Answer question ONE and any other THREE questions.

### **QUESTION ONE**

- a) Explain FIVE obligations of federation of kenya employers' ( 10 Marks)
  - b) Explain FIVE obligations of trade unions (5mks)
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- c) Describe the objectives of international labor organization (ILO) (10 Mks)

### **QUESTION TWO**

- a) Explain various forms of employment relationships. (10 marks)
  - b) Explain the social development role of trade unions. (5marks)
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### **QUESTION THREE**

- a) Describe the five causes of industrial disputes. (5mks)
- b) Explain the importance of collective bargaining agreement ( CBA)  
( 10mks)

### **QUESTION FOUR**

- a) Explain various Health and Occupation Acts regarding the welfare of employees (10mks)
- b) Explain the significance of labor law and industrial relations (5 mks)

### **QUESTION FIVE**

- a) Explain various types leaves entitled to an employee (8mks)
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- b) Describe causes of poor employee relations (7 marks)

### **QUESTION SIX**

- a) Describe the essential elements of a valid contract of employment.  
(12 marks)
- b) Describe any two lawful statutory deduction that an employer is suppose to deduct from his employee .(3marks)