



## **JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY**

**UNIVERSITY EXAMINATION FOR THE DEGREE OF BACHELOR OF BUSINESS  
ADMINISTRATION WITH IT**

**4<sup>TH</sup> YEAR 2<sup>ND</sup> SEMESTER 2016/2017 ACADEMIC YEAR**

**KISII CAMPUS**

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**COURSE CODE: ABA 436**

**COURSE TITLE: INDUSTRIAL AND LABOUR LAWS**

**EXAM VENUE:**

**STREAM: (BBA )**

**DATE: APRIL, 2017**

**EXAM SESSION:**

**TIME: 2 HOURS**

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### **INSTRUCTIONS:**

**INSTRUCTIONS: ANSWER QUESTIONS ONE AND ANY OTHER TWO  
QUESTIONS.**

### **QUESTION ONE**

There has been wide spread wave of industrial unrest in the country; teachers opened the list, nurses strike, and lately doctors strike and lecturers strike. This situation is not good for industrial growth and development. As an expert in industrial relations;

- i. Explain the principles of good industrial relations? (5mks)
- ii. Bring out the significance of industrial relations .(5mks)
- iii. Explain the role of the government, employer and the trade union in maintaining cordial industrial relations.(15mks)
- iv. Suggest suitable strategies for maintaining cordial relations. (5mks)

### **QUESTION TWO**

a) Trace the history of labour laws in Kenya. (12mks)

b) Explain the main types of contracts under which you can employ someone. (8mks)

### **QUESTION THREE**

a) A number of laws have been passed specifically dealing with different aspects of the employer-employee relationship. Explain the main Acts of Parliament that define the terms and conditions of employment. (8mks)

b) Explain the main collective labour laws governing trade unions in Kenya. (12mks)

### **QUESTION FOUR**

a) In exercise of its jurisdiction the Employment and labour relations court of Kenya has powers to make various orders. Discuss such orders. (8mks)

b) Explain the provisions of occupational safety and health Act (12mks)

### **QUESTION FIVE**

a) Discuss the provisions of Work Injury Benefits Act.(10mks)

b) Explain the main contents of individual employment contract. (10mks)