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**MASINDE MULIRO UNIVERSITY OF
SCIENCE AND TECHNOLOGY
(MMUST)**

**UNIVERSITY EXAMINATIONS
2021/2022 ACADEMIC YEAR**

**SECOND YEAR SECOND SEMESTER MAIN EXAMINATIONS
FOR THE DIPLOMA
OF
BUSINESS ADMINISTRATION**

COURSE CODE: DBA 212

COURSE TITLE: LABOUR LAW

DATE: WEDNESDAY, 20TH APRIL 2022

TIME 12:00 -2:00PM

INSTRUCTIONS TO CANDIDATES

Question ONE (1) is compulsory
Answer other TWO questions
Do not write anything on the question paper

MMUST observes ZERO tolerance to examination cheating

QUESTION ONE

- i. Discuss the statement that arises from the rendering of services of one person to another which emphasizes that: not all kinds of work carried out among people is regulated by labour law but only those that meet a number of features. (10 Marks)
- ii. Highlight the factors to consider when defining labour law (10 Marks)
- iii. Highlight the legal rights of an employee (10 Marks)

QUESTION TWO

- i. Explain how a '*good faith*' bargaining is determined (10 Marks)
- ii. Highlight the sources of labour law in Kenya (10 Marks)

QUESTION THREE

- i. State the causes of employee grievances (10 Marks)
- ii. Explain the following terms (10 Marks)
 - a.) Factual Grievance
 - b.) Imaginary Grievance
 - c.) Disguised Grievance

QUESTION FOUR

- i. Explain the legal rights of employees. (10 Marks)
- ii. Explain the purpose of trade unions. (10 Marks)

QUESTION FIVE

- i. As is known in the legal system is a set of written customary rules born within a particular social group for the purpose of ordering relations among individuals and solve conflicts which might arise between them.
Basing on these factors, explain the notion of '*ubi societas ibi ius*' (10 Marks)
- ii. Explain how the following change triggered the emergence of labour law.
 - a. Industrial revolution. (5 Marks)
 - b. Capital emergence. (5 Marks)