



**MASINDE MULIRO UNIVERSITY OF  
SCIENCE AND TECHNOLOGY**

**(MMUST)**

**MAIN CAMPUS**

**UNIVERSITY EXAMINATIONS**

**2021/2022 ACADEMIC YEAR**

**SECOND SEMESTER EXAMINATIONS**

**FOR THE DIPLOMA**

**IN**

**BUSINESS INFORMATION TECHNOLOGY**

**COURSE CODE: DBT 070**

**COURSE TITLE: LABOUR LAW**

**DATE: 27/04/2022**

**TIME: 3:00 – 5:00PM**

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**INSTRUCTIONS TO CANDIDATES**

Answer **Question ONE (1)** and any other **TWO**

TIME: 1 Hour 30 Minutes

MMUST observes ZERO tolerance to examination cheating

This Paper Consists of 2 Printed Pages. Please Turn Over.

### **QUESTION ONE (24 MARKS) – COMPULSORY**

- a)** Define the term Labour Law? **(2 marks)**
- b)** Discuss the content of an employment contract. **(10 marks)**
- c)** June has worked for JOUST in Mechanical Engineering department for six (6) months. She is not sure of whether is on contract of service or contract for service. As a labour law student advise her accordingly the tests to undertake to establish her status. **(12 marks)**

### **QUESTION TWO (18 MARKS)**

- a)** Discuss five (5) sources of law in Kenya. **(10 marks)**
- b)** Good labour relations enables the organization to work well towards achievement of the organizational goals. Discuss four (4) importance of having such relationship. **(8 marks)**

### **QUESTION THREE (18 MARKS)**

Critically examine the legal requirements to be observed by trade union that will assure them of registration upon formation. **(18 marks)**

### **QUESTION FOUR (18 MARKS)**

Discuss the role played by the following in labour relations.

- a)** Employer **(6 marks)**
- b)** Trade Union **(6 marks)**
- c)** Government **(6 marks)**

### **QUESTION FIVE (18 MARKS)**

- a)** Critically examine five (5) ways on how the industrial disputes can be resolved **(10 marks)**
- b)** List and explain four (4) types of employment. **(8 marks)**