Name:	Index No/
1908/202	Candidate's Signature:
ELEMENTS OF LABOUR LAW	
AND INDUSTRIAL RELATIONS	Date:
November 2015	



THE KENYA NATIONAL EXAMINATIONS COUNCIL

CRAFT CERTIFICATE IN HUMAN RESOURCE MANAGEMENT

ELEMENTS OF LABOUR LAW AND INDUSTRIAL RELATIONS

3 hours

INSTRUCTIONS TO CANDIDATES

Time: 3 hours

Write your name and index number in the spaces provided above.

Sign and write the date of examination in the spaces provided above.

This paper consists of TWO section; A and B.

Answer ALL questions in Section A and any FOUR questions from Section B in the spaces provided in this question paper.

All questions carry equal marks,

Do NOT remove any page from this booklet.

Candidates should answer the questions in English.

For Examiner's Use Only

Section	Question	Maximum Score	Candidate's Score
A	1-10	32	
		17	
В		. 17	
		17	
		17	
	Total Score	100	

This paper consists of 16 printed pages.

Candidates should check the question paper to ascertain that all the pages are printed as indicated and that no questions are missing.

SECTION A (32 marks)

Answer ALL questions in this section.

State three forms of employment relationships stipulated in the Employment Act	(3 mark
,	
Outline three roles of the labour and industrial relations officer in an organisation	
List four categories of trade unions in Kenya.	(4 marl
Outline three objectives the law seeks to achieve in Kenya.	JAM X (AND INFORMATION
Outline three effects of industrial disputes on an organisation.	(3 mark

	st the four categories of membership of the Federation of Kenya Employers (FKE). (4	l mark
List		marks
Outl		t). marks
Outl	line three benefits that an employer may derive from a collective bargaining agreeme (3	
<u> </u>		<u></u>

SECTION B (68 marks)

Answer any FOUR questions from this section.

11.	(a)	Explain six roles played by the Ministry of Labour in industrial relations.	(9 marks)
	(b)	Outline four reasons that make it necessary for an employee to join a trade u	nion. (8 marks)
12.	(a)	Highlight six sources of labour laws in Kenya.	(9 marks)
	(b)	Outline four objectives of the Federation of Kenya Employers.	(8 marks)
13.	(a)	Explain six factors that may enhance the bargaining power of a trade union d collective bargaining process.	luring the (9 marks)
	(b)	Explain four obligations of the government as stipulated in the Industrial Re Charter.	lations (8 marks)
14.	(a)	Explain six merits of arbitration as a method of dispute resolution.	(9 marks)
	(b)-	Highlight four weaknesses that may be associated with trade unions in Keny	a. (8 marks)
15.	(a)	Outline six ways in which management may contribute to poor industrial rela	ations. (9 marks)
	(b)	In relations to the Workman's Compensation Act, outline four categories of o	dependants. (8 marks)