

# KIBABII UNIVERSITY



## UNIVERSITY EXAMINATIONS

### SPECIAL/SUPPLEMENTARY EXAMINATION

2017/2018 ACADEMIC YEAR

FIRST YEAR SECOND SEMESTER

FOR THE DEGREE OF MASTER OF SCIENCE IN  
HUMAN RESOURCE MANAGEMENT

COURSE CODE: HRM 806

COURSE TITLE: EMPLOYMENT PRACTICES

DATE: 17/10/2018

TIME: 11.30 – 1.30PM

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### INSTRUCTIONS TO CANDIDATES

- Answer question **ONE** (compulsory) and any other **THREE** questions
- Question **ONE** attracts 40 marks
- Time allowed is **THREE** hours
- All other questions attract equal marks (**20** marks)

### QUESTION ONE

- a) How does the manager of an organisation handle employees of the following aspects of the nature of working environment at workplace to ensure continued employee productivity?
- i). Generational mind-sets **(5 marks)**
  - ii). Flexible working times **(5 marks)**
  - iii). Multiple jobs **(5 marks)**
  - iv). Virtual Work **(5 marks)**
- b) The contract of employment often expressly incorporates the provisions of the staff handbook as part of the employment contract. Discuss any FIVE main express terms contained in this contract? **(10 marks)**
- c) Under what circumstances may amount to gross misconduct so as to constitute justifiable or lawful grounds for the summary dismissal of an employee for lawful cause in any organization **(10 marks)**

### QUESTION TWO

- a) Dismissal is the most important method of bring employment to an end. It is the exclusion of the employee from further employment with the intention of severing the relationship of employer and employee. Discuss **Written and Wrongful** kinds of dismissal known to the common law **(10 marks)**
- b) State and explain briefly the steps that an employer can take to protect Confidential Information **(10 marks)**.

### QUESTION THREE

- (a) Explain the following types of leave **(20 marks)**
- i). Annual Leave
  - ii). Sick Leave
  - iii). Maternity Leave
  - iv). Family Responsibility Leave
  - v). Sabbatical Leave

### QUESTION FOUR

- (a) Mention and explain FOUR areas where the Employment Act of 2007 cannot be applicable **(8 marks)**.

(b) How is Employment Act of 2007 applied to the following types of payments?

- i). Working on Sundays **(4 marks)**.
- ii). Working at Night **(4 marks)**.
- iii). Working during Holidays **(4 marks)**.

#### **QUESTION FIVE**

In the Employment Act of 2007, a contract of service shall not be terminated on account of redundancy unless the certain conditions have been complied with. State and discuss briefly some of these conditions **(20 marks)**

#### **QUESTION SIX**

State and briefly explain the conditions under which the employment may be terminated: **(20 marks)**