

KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS

2020/2021 ACADEMIC YEAR
SECOND YEAR FIRST SEMESTER
MAIN EXAMINATION

FOR THE DEGREE OF MASTER OF SCIENCE HUMAN
RESOURCES MANAGEMENT

COURSE CODE: HRM 806

COURSE TITLE: EMPLOYMENT PRACTICES

DATE: 19/02/2021

TIME: 2.00PM-5.00PM

INSTRUCTION TO CANDIDATES

- 1) The paper contains **FIVE** questions
- 2) Attempt **THREE** questions
- 3) Question **ONE** is Compulsory

TIME: 3 Hours

KIBU observes **ZERO** tolerance to examination cheating

(b) Identify and explain the grounds on which a wrongful dismissal claim can be brought (10 marks).

QUESTION THREE

- a) Identify and describe statutory rights that employees have in an organizations like Kibabii University (10 marks)
- b) Discuss ways in which an employment contract may be terminated (10 marks)

QUESTION FOUR

- (a) Explain the remedies available for a claim of unfair dismissal (10 marks)
- (b) Management principles are statements of fundamental truth. These principles serve as guidelines for decisions and actions of managers. They are derived through observation and analysis of events which managers have to face in practice. Briefly explain any FIVE Principles of Management described by Henri Fayol (10 marks).

QUESTION FIVE

- a) Explain the duty of good faith/fidelity (5 marks)
- b) Explain the following nature of environment available for the employees to use: (15 marks)
 - a) Flexible Working Times
 - b) Compressed work weeks
 - c) Telecommuting
 - d) Generational Mindset