



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**Bachelor of Commerce Honours Degree in Human Resources
Industrial and Labour Relations Management**

Employment Law

HHRM 211

Part 2 Semester 2 Examination

Total Marks [100]

Date: November 2019

Time: 3 Hours

INSTRUCTIONS

1. This paper has *six (6)* questions
2. Answer question *one (1)* and *any* other *three (3)*
3. Each question carries *25 marks*
4. Start each question on a new page

1. Examine the change in employment law from pre and post independence. (25)
2. Discuss any **five** major sources of law. (25)
3. Explain the main reasons for casualisation of Labour in recent years . (25)
4. Evaluate the short term and long term benefits of NSSA. (25)
5. 'The Labour Act 28:01 is a direct reaction of the Master Servant Act'. Discuss. (25)
6. Briefly explain following terms:
 - (i) Casual contract (5)
 - (ii) Seasonal contract (5)
 - (iii) Works council (5)
 - (iv) Compassionate Leave (5)
 - (v) Sick Leave (5)

End of Paper