



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATION
2023/2024 ACADEMIC YEAR
FIRST YEAR FIRST SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS
DIPLOMA IN HUMAN RESOURCE
MANAGEMENT**

**COURSE CODE: HRD 005
COURSE TITLE: COMMERCIAL LAW**

DATE: 29/1/2024

TIME: 1430-1630 HRS

INSTRUCTIONS TO CANDIDATES;

- i. Answer Question **ONE** and any other **THREE** questions.
- ii. Read the question carefully, understand and answer.

QUESTION ONE:

- a. Explain in details the functions of trade unions. **(10 marks)**
- b. Discuss the cause of conflicts in a work environment and how the conflicts are dealt with. **(5 marks)**
- c. Explain the contents of an employment contract in accordance with the Employment Act 2007. **(8 marks)**
- d. Define the term negotiation. **(2 marks)**

QUESTION TWO:

- a. Highlight the responsibilities of the employer as per section 6 of the Occupational Safety and Health act of 2007. **(10 marks)**
- b. Explain the rights of employees in an organization or in a work setup. **(5 marks)**

QUESTION THREE:

- a. Explain the role of employees in ensuring health and safety in a working environment. **(4 marks)**
- b. Discuss stages of negotiation in a business organization. **(8 marks)**
- c. What is managing diversity? **(3 marks)**

QUESTION FOUR:

- a. Discuss the gender issues in relation to employment. **(8 marks)**
- b. Discuss the types of conflict management styles in an organization. **(7 marks)**

QUESTION FIVE:

- a. Discuss the code of conduct of public service Employees. **(10 marks)**
- b. State and explain the parties to an employment contract. **(5 marks)**

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