

CHRISTIAN SERVICE UNIVERSITY COLLEGE



KUMASI

CSUC SCHOOL OF BUSINESS

DEPARTMENT OF MANAGEMENT & GENERAL STUDIES

BACHELOR OF BUSINESS ADMINISTRATION

END OF SECOND SEMESTER EXAMS, 2021/2022 ACADEMIC YEAR LEVEL 300

COURSE CODE: CSBH 360 LABOUR LAW & INDUSTRIAL RELATIONS

JUNE, 2022

TIME: 2HRS

INDEX NUMBER OF CANDIDATE:.....

INSTRUCTIONS: Answer all questions on the Question Paper [70 Marks]

(1) Which of the following is not a legal regime on labour issues in Ghana?

- a. The 1992 Constitution.
- b. The Labour Law Act, 2003 (Act 651)
- c. The Pensions Ordinance, 1950 (CAP 30)
- d. The Industrial Relations Act, 1958 (Act 56) **(1 mark)**

(2) Who is an employer according to section 175 of Act 651? **(2 marks)**

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- (3) The nature of the relationship between the employer and the employee is that of a
- a. Friendship
 - b. Contract
 - c. Partnership
 - d. Disagreement
- (1 mark)**

- (4) It is the agreement between the employer and the employee who has been engaged to permanently work for the employer or business. This is a
- a. Contract for service
 - b. Contract for employers
 - c. Contract of service
 - d. Contract of employees
- (1 mark)**

- (5) Which of the following is not a test to determine the kind of employment relationship between two parties?
- (1 mark)**
- a. Common test
 - b. Control test
 - c. Integration test
 - d. Objective test.

- (6) Mention five (5) statutory rights of the employer. **(5 marks)**

- a.
- b.
- c.
- d.
- e.

(7) A person employed under a contract of service on a continuous or part-time basis and who is controlled on what he does is a/an

- a. Employer
- b. Service personnel
- c. Worker
- d. Apprentice

(1 mark)

(8) It is the test used to determine whether there is consensual obligations on the employer to provide work; and the employee to perform the work. This is a/an

- a. Multiple factors test
- b. Economic reality test
- c. Integration test
- d. Mutuality of obligations test

(1 mark)

(9) Five (5) statutory duties of the employer are. **(5 mark)**

- a.
- b.
- c.
- d.
- e.

(10) State five (5) reasons why Act 651 has been described as “the mother of all the legal regimes on labour issues in Ghana”. **(5 marks)**

- a.
- b.
- c.
- d.
- e.

(11) Mention six (6) statutory sources of Labour Law in Ghana. **(6 marks)**

- a.
- b.
- c.
- d.
- e.
- f.

(12) The contract of employment must always be in writing. True or False **(1 mark)**

(13) State five (5) statutory rights of the employee. **(5 marks)**

- a.
- b.
- c.
- d.
- e.

(14) If an employer promises a person any benefit or advantage for not participating in lawful trade union activities, such promise is a:

- a. Restrictive condition
- b. Proactive condition
- c. Suitable condition
- d. Punishable condition **(1 mark)**

(15) Five (5) statutory rights of the employee are: **(5 marks)**

- a.
- b.
- c.
- d.
- e.

(16) Which of the following is **not** a type of contract of employment? (1 mark)

- a. Contract from month to month
- b. Contract from year to year
- c. Contract from week to week
- d. Contract determinable at will

(17) List ten (10) grounds for termination of a contract of employment according to section 15 of Act 651. (10 marks)

- a.
- b.
- c.
- d.
- e.
- f.
- g.
- h.
- i.
- j.

(18) A contract of employment may be terminated at anytime. True or False (1 mark)

(19) In the case of a contract of three (3) years or more, one month's notice or

- a. One year's pay lieu of notice
- b. Two month's pay in lieu of notice
- c. One month's pay in lieu of notice
- d. One week's pay in lieu of notice

(1 mark)

(20) Every worker is entitled to not less than.....leave with full pay each year. (1 mark)

- a. 25 working days
- b. 30 workings
- c. 15 working days
- d. 35 working days

(21) When a contract of employment is terminated on lawful grounds, the employer shall pay.....due, to the worker. **(1 mark)**

- a. Salary and taxes
- b. Compensation and taxes
- c. Salary and rent
- d. Compensation and deferred pay

(22) State eight (8) reasons which constitute unfair termination of employment under section 63 of Act 651. **(8 marks)**

- a.
- b.
- c.
- d.
- e.
- f.
- g.
- h.
- i.
- j.

(23) What is the principle of vicarious liability of the employer? **(2 marks)**

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(24) Mention three (3) remedies that are available to an employee whose employment has been unfairly terminated. **(3 marks)**

- a.
- b.
- c.

(25) Lawful activities of trade union include picketing and strikes. True or False **(1 mark)**

EXAMINER: BEN KWAKYE-ADEEFE, ESQ.