

Roll No. _____



University of Petroleum & Energy Studies
School of Business
Dehradun

End Semester Examination – December, 2018

Programme Name: MBA (CORE - HRM)
Subject: Labor Legislations
Subject code: HRES8005

Semester : III
M.Marks: 100
Duration: 3 Hrs

Please write your enrollment number at the top, and do not write anything else on this question paper.
Use of mathematical calculator (if needed) is permitted.
This question Paper has Four number of Printed Pages
Every question contains the Marks and Course outcome.

M	CO
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Note: Schedule I, and IV of Employees Compensation Act shall be provided in the examination Hall.

Note: All sections are compulsory.

Section – A (2x10=20 Marks)

Answer in **TRUE / FALSE ONLY**

- Q-1 The constitution of India provides for freedom of expression and peaceful association. The labor legislation regime in India too derives the same philosophy

2	CO1
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- Q-2 Printing the newspapers is a “Manufacturing Process” as per Section 2k of The Factories Act, 1948

2	CO2
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- Q-3 It is mandatory now to pay wages to the employees only through bank transfer as per the Payment of Wages Act

2	CO3
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- Q-4 A female employee can claim maternity benefit as per The Maternity benefit Act only if she is married.

2	CO2
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- Q-5 As per the Employees Compensation Act, Compensation is paid on the basis of severity of injury caused to the worker

2	CO2
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- Q-6 A company Agrawal Builders has outsourced the catering service to Satya Caterers. Employees of Satya Caterers are “Contract Workers” for XYZ

2	CO2
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- Q-7 For a physically challenged employee, the employer is exempted to pay employers share of ESI contribution for a period of three years.

2	CO4
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- Q-8 An employee can claim sickness benefit as per the ESI Act, only if he has made a contribution at least for 78 days in the previous contribution period.

2	CO1
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- Q-9 Bonus is workers share in profit of the business. So business running in loss will not pay bonus

2	CO3
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- Q-10 Minimum are set to ensure subsistence of life of the worker.

2	CO1
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Section – B (4x5=20 Marks)

*Note – Attempt any **4 questions** of 5 marks each.*

- Q-11 What are the provisions of The Employees Compensation Act towards payment of compensation for accidents caused while coming to work, and while going home after finishing work. Explain the concept of “Notional Extension of Employers Premises giving relevant example

5	CO1, CO3
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- Q-12 Differentiate between Sickness Benefit, Medical Benefit, Prolonged Medical Benefit, and rehabilitation benefit as per the ESI Act.

5	CO1 CO4
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- Q-13 What is maternity benefit? What is the eligibility for availing maternity benefit? What are the provisions of The Maternity benefit Act if the claimant resigns from job after maternity leave?

5	CO1 CO4
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- Q-14 What are the provisions of The Factories Act 1948 towards health and safety of the workers? What are specific provisions towards fire safety?

5	CO2 CO3
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- Q-15 What are the Provisions of the Contract Labor (Regulation and Abolition) Act towards Abolition of Contract Labor System? Who will abolish the system and how? What happens to the Contract Workers when the Contract Worker system is abolished?

5	CO2 CO4
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Section – C (2x15=30 Marks)

*Note – Attempt any **2 questions** of 15 marks each.*

- Q-16 A Worker whose Average Monthly wages are Rs. 28,000/- works the given number of hours in a particular week. Is he entitled to Overtime payment in week 1 and/or week 2? If yes, calculate the amount of overtime payment separately in week 1 and week 2

15	CO1 CO2 CO3
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WEEK 1	
<i>Day</i>	<i>No. Hours worked</i>
Sunday	6
Monday	8
Tuesday	10
Wednesday	11
Thursday	12
Friday	9
Saturday	10
WEEK 2	
Sunday	<i>Weekly Off</i>
Monday	11
Tuesday	10
Wednesday	6
Thursday	4
Friday	10
Saturday	7

- Q-17 What are the various heads under which deductions can be made from the salary of the worker? What are total permissible deductions? What if deductions to be made are more than total permissible deductions?
 What is fine? Under what circumstances fine can be imposed on a worker? What is maximum limit of fine (if any)?

15	CO2
	CO3
	CO4

- Q-18 Factories Act Provides for mechanisms for temporary and permanent employee separation. What are the following means of employee separation? What are compensation liability (if any) under each given below? How do the factories execute the following means of employee separation?

15	CO1
	CO3
	CO4

- a. Layoff
- b. Retrenchment
- c. Closure of undertaking due to economic reasons.
- d. Closure of undertaking due to non-economic reasons?

Section – D (30 Marks)

Q-19 A worker whose salary slip is given below

Salary Slip				
Earnings			Deductions	
Basic		34,000	PF	5000
DA	125%	42500	Income Tax	3000
HRA	20%	6800	Loan Repayment	4000
Transport Allowance		3000	Society charges	300
Medical Allowance	12.50%	4250		
Incentive		3000		
Overtime Payment		2000		
Other earnings		800		
Gross Salary		96,350	Total Deductions	12300
Net Salary = Gross Salary - Total Deductions			84,050	

30	CO1
	CO2
	CO3
	CO4

And other relevant information as:

Date of Birth: December 6, 1976

Date of joining the Company: August 7, 1999

Designation: Turbine Engineer

Suffered with an accident while on duty on January 2, 2017. The Doctor's report indicates the following:

Doctor's Report:

Amputation below shoulder with stump 18.2 cms from tip of acromion, and on middle finger of right hand Guillotine amputation of tip without loss of bone.

After one month of hospitalization i.e on February 2, 2017 the worker rejoined the factory.

Unfortunately on 3/5/2017 the worker died. The post mortem report of the worker revealed that the cause of his death was the attributable to the injury he suffered on 2/1/2017

- a. Calculate the compensation (if any) that would have been paid to the worker on 2/2/2017
- b. Calculate the compensation (if any) that would have been paid to the worker between 2/1/2017 and 2/2/2017.
- c. Calculate the compensation (if any) that would have been paid to the worker on 3/5/2017;

as per The Employees Compensation Act, 1923.