



**UNIVERSITY OF PETROLEUM AND ENERGY STUDIES**  
**End Semester Examination, December 2020**

**Course: LABOR LEGISLATIONS**

**Programme: BBA- HRM**

**Time: 03 hrs.**

**Instructions: All sections are compulsory.**

**Semester: V**

**Course Code:HRES3003**

**Max. Marks: 100**

**SECTION A**  
**Answer in True/ False Only**

S. No.		Marks	CO
Q-1	Wages paid to the worker can also be paid in kind	5	CO2
Q-2	As per the Employees Compensation Act, Compensation is paid on the basis mental and physical pain suffered by the worker	5	CO1
Q-3	Contractor is the “employer” of contract workers for the purpose of labour legislations	5	CO2
Q-4	Unmarried daughter of a deceased worker comes under class 2 dependents	5	CO3
Q-5	Every factory shall have a crèche if 50 married female workers work therein	5	CO1
Q-6	Gratuity payable to the employee can be fortified in certain cases	5	CO4

**SECTION B**  
**All questions carry 10 marks each**

Q-7	What is disablement? Differentiate between Total Permanent, Partial Permanent, and Temporary Partial disablement citing relevant examples	10	CO2
Q-8	What is the advantage/ disadvantage of employing contract workers in a business organization? How does the contract labor system effects the working class? Discuss if the Contract Labor regulation and abolition Act has been successful in achieving it’s intended objectives?	10	CO3
Q-9	What are the provisions of The Factories Act, 1948 towards health and safety of the workers? Explain giving a detailed account.	10	CO1
Q-10	What is bonus? Differentiate between bonus, incentives and allowances.	10	CO3
Q-11	What are the objectives for which The Payment of Wages Act was enacted? Critically analyze whether the legislation has been able to achieve such objectives.	10	CO2

**SECTION-C**  
**5 x 4 = 20 Marks**

Q-12	As per The Payment of Bonus Act 1965, explain the following  a. Allocable surplus b. Statutory Minimum Bonus and maximum bonus c. Set-Off d. Set-On	<b>5 x 4</b> <b>20</b>	<b>CO4</b>
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