



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, May 2023

Course: LABOR LEGISLATIONS
Programme: MBA - HRM
Time: 03 hrs.
Instructions: All sections are compulsory.

Semester: II
Course Code : HRES7019
Max. Marks: 100

SECTION A
Answer in True/ False Only

S. No.		Marks	CO
Q-1	Labor legislations regime in India is the largest employee legislation in the world that applies to vast majority (almost every worker) of working population in India.	2	CO1
Q-2	In all the factories where more than 50 married female workers ordinarily work, there is a provision of crèche to be maintained in the factory	2	CO1
Q-3	Provident Fund A/C of an employee can be shifted to a foreign country if the employee is relocating to a foreign country.	2	CO1
Q-4	An Indian employee was relocated to work in an African subsidiary. The employee suffered with an accident. The employee would get no compensation if the labor legislations in that country does not have a legal provision for so.	2	CO1
Q-5	Widowed sister comes under class 3 dependent under Workmen Compensation Act	2	CO1
Q-6	For an establishment running into losses, the workers are not entitled to payment of bonus, since bonus is workers share in profit of the business	2	CO1
Q-7	The employer may fortify the payment of gratuity to an employee because the employee was terminated on account of continuing ill health.	2	CO1
Q-8	A worker was knowingly not wearing the safety equipment, owing to which he suffered with an accident and died. The employer may not provide compensation to his dependents as it is a case of self-inflicted injury	2	CO1
Q-9	A female employee is unmarried as per the office records. She would not be provided maternity benefit if she claims for it.	2	CO1
Q-10	A contract worker is working under a contractor A. The contractor A is a subcontractor of another contractor B, who supplies contract workers to the Company C. Therefore for the worker, B is the principal employer.	2	CO1

SECTION B

Q-11	What are the objectives of The Minimum wages Act? Explain how these objectives compete with the market forces of demand and supply of workers? On what basis minimum wages are fixed?	5	CO2
Q-12	What are the advantages of subscribing ESIC scheme for the workers and employers? Discuss the case for ESIC subscription.	5	CO2

Q-13	What are the purposes for which the payment of wages act was enacted? What are the provisions of the act towards fixation of wage period and wage day?	5	CO2																
Q-14	How does the Contract Labour System Works? Explain what are the provisions of the Contract Labour Regulation and Abolition Act towards regularization of the contract workers?	5	CO2																
SECTION-C																			
Q-15	Explain the following: a. Doctrine of Common Employment b. Doctrine of Contributory Negligence	10	CO3																
Q-16	What is bonus? What is the rationale of payment of bonus? Why must the employer pay bonus to his workers, when salary of the workers are not affected by profitability of the company?	10	CO3																
Q-17	Discuss the applicability of maternity benefit act for: a. Maternity benefit after 2 surviving children. b. Maternity benefit for an adopting mother c. Maternity benefit for the commissioning mother d. Maternity benefit for a “Surrogate” mother	10	CO3																
SECTION-D																			
Q-18	An employee with the following details met with an accident while on the job and died after sometime: Name – Ramesh Mahto Date of Birth – 11/2/1988 Date of joining – 12/2/2003 Date of accident – 7/2/2023 Date of death – 10/3/2023 Salary – Rs. 45,000 per month Calculate the amount of compensation he would receive. Excerpts from Schedule IV of Employees Compensation Act: <table style="margin-left: 40px;"> <thead> <tr> <th>Completed years of Age</th> <th>Relevant Factor</th> </tr> </thead> <tbody> <tr> <td>37</td> <td>192.14</td> </tr> <tr> <td>38</td> <td>189.56</td> </tr> <tr> <td>39</td> <td>186.90</td> </tr> <tr> <td>40</td> <td>184.17</td> </tr> <tr> <td>41</td> <td>181.37</td> </tr> <tr> <td>42</td> <td>178.49</td> </tr> <tr> <td>43</td> <td>175.54</td> </tr> </tbody> </table>	Completed years of Age	Relevant Factor	37	192.14	38	189.56	39	186.90	40	184.17	41	181.37	42	178.49	43	175.54	15	CO4
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Q-19	<p>An employee works for number of hours in a week as given below:</p> <table border="1" data-bbox="467 373 1042 716"> <thead> <tr> <th>Day</th> <th>Working Hrs.</th> </tr> </thead> <tbody> <tr> <td>Sunday</td> <td>10 (worked on weekly off day)</td> </tr> <tr> <td>Monday</td> <td>5</td> </tr> <tr> <td>Tuesday</td> <td>2</td> </tr> <tr> <td>Wednesday</td> <td>10</td> </tr> <tr> <td>Thursday</td> <td>3</td> </tr> <tr> <td>Friday</td> <td>12</td> </tr> <tr> <td>Saturday</td> <td>4 (Half Day)</td> </tr> </tbody> </table> <p>If the employee draws Rs. 40,000/- per month as wages. Calculate the amount of overtime payment he would get (if any) during the week given above.</p>	Day	Working Hrs.	Sunday	10 (worked on weekly off day)	Monday	5	Tuesday	2	Wednesday	10	Thursday	3	Friday	12	Saturday	4 (Half Day)	15	CO4
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