

Name:

Enrolment No:



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, May, 2022

Course: LABOR LEGISLATIONS

Programme: MBA(CORE) HRM

Time: 03 hrs.

Instructions:

- 1. All sections are compulsory.**
- 2. This question paper contains 3 printed pages**

Semester: II

Course Code:HRES7019

Max. Marks: 100

SECTION A
(2 x 10 = 20 Marks)
Answer in True/ False Only

S. No.		Marks	CO
Q-1	A telecom company that provides 4G telecom services to the customers cannot be a factory, as per the Factories Act.	2	CO1
Q-2	Wages can be paid to the worker through mobile apps such as PayTM, and Google money	2	CO2
Q-3	Wages paid to the worker can also be paid in kind	2	CO2
Q-4	As per the Employees Compensation Act, Compensation is paid on the basis of severity of injury caused to the worker.	2	CO3
Q-5	Principal employer is the “employer” of contract workers for the purpose of payment of salary to the workers.	2	CO4
Q-6	Bonus is paid on the basis of performance and productivity of the workers	2	CO2
Q-7	An employee may voluntary raise his contribution to the PF fund.	2	CO1
Q-8	Unmarried daughter of a deceased worker comes under class 1 dependents	2	CO2
Q-9	Every factory shall have a crèche if 50 married female workers work therein	2	CO1
Q-10	Gratuity payable to the employee can be fortified in certain cases	2	CO4

SECTION B (4 x 5 = 20 Marks)
Attempt ALL FOUR Questions

Q-11	What are the situations in which an employee can withdraw funds from his/ her PF account? Under what situations the employee may permanently close his PF account?	5	CO3
Q-12	What is gratuity? Who is eligible for payment of gratuity? What is the process of calculation of amount of gratuity?	5	CO3
Q-13	How does a Contract Labour system work? Who are the parties involved? What is the role and responsibilities of such parties?	5	CO2

Q-14	What is a “Factory” as per The Factories Act, 1948? What is the criteria that is used to decide if an establishment is a Factory or not?	5	CO2
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SECTION-C (3 x 10=30)
Attempt All THREE QUESTIONS

Q-15	<p>A Contract Worker whose daily wages are Rs. 525/- works the given number of hours In a week. Is he entitled to Overtime payment in the given week? If yes, calculate the amount of overtime payment.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="2" style="text-align: center;">WEEKLY WORKING HOURS</th> </tr> <tr> <th style="text-align: center;"><i>Day</i></th> <th style="text-align: center;"><i>No. Hours worked</i></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Sunday</td> <td style="text-align: center;">off</td> </tr> <tr> <td style="text-align: center;">Monday</td> <td style="text-align: center;">8</td> </tr> <tr> <td style="text-align: center;">Tuesday</td> <td style="text-align: center;">11</td> </tr> <tr> <td style="text-align: center;">Wednesday</td> <td style="text-align: center;">9</td> </tr> <tr> <td style="text-align: center;">Thursday</td> <td style="text-align: center;">12</td> </tr> <tr> <td style="text-align: center;">Friday</td> <td style="text-align: center;">2</td> </tr> <tr> <td style="text-align: center;">Saturday</td> <td style="text-align: center;">3</td> </tr> </tbody> </table>	WEEKLY WORKING HOURS		<i>Day</i>	<i>No. Hours worked</i>	Sunday	off	Monday	8	Tuesday	11	Wednesday	9	Thursday	12	Friday	2	Saturday	3	10	CO4
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Friday	2																				
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Q-16	What are the objectives for which The Payment of Wages Act was brought? In your opinion do you think the Act has been able to achieve it’s objectives?	10	CO3
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Q-17	<p>Explain the following phenomenon:</p> <ol style="list-style-type: none"> a. Notional Extension of Employers premises b. Doctrine of assumed risk c. Doctrine of common employment d. Doctrine of contributory negligence 	10	CO3
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SECTION-D

Q-18	<p>Sheila took her maternity leave but forgot to let her employer her intention to return to work. She thought her employer knew she was returning since she called her office about 2 months before her maternity leave was to expire, and was sure she told them she would be coming back. When she did return however, her employer told her that she had been replaced and refused to take her back. The employer said the proper written notice of the intention to return had not been given in writing. Sheila was very upset.</p> <p>A. Is is justified on part of the employer not to accept Sheila as a worker after her maternity leave?</p>	15+15 =30	CO4
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	<p>B. What is maternity benefit? Who is eligible for maternity benefit? When can maternity benefit be availed? What other precautions in addition to maternity benefit, a pregnant female employee is entitled to?</p>		
	<p>*****End of the paper*****</p>		