

Roll No. _____



University of Petroleum & Energy Studies
School of Business
Dehradun

End Semester Examination – December, 2018

Programme Name: BBA (CORE - HRM)
Subject: Labor Legislations
Subject code: BBCH 115

Semester : V
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 FIVE 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 Constitution of India Provides India to be a welfare state. Labor Legislations in India follow the same philosophy.

2	CO1
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- Q-2 Breaking up of ship and vessels is a “Manufacturing Process” as per Section 2k of The Factories Act, 1948

2	CO2
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- Q-3 As per section 2(1) of The Factories Act, a worker is still a worker who may be employed for remuneration or not

2	CO3
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- Q-4 Any Director of a Company maybe appointed as “Occupier” as per the Factories Act.

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 XYZ has outsourced the housekeeping job to ABC Limited. Employees of ABC limited are “Contract Workers” for XYZ

2	CO2
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Q-7 As per payment of wages Act, Payment has to be made to the workers before 10th of any month if more than 1000 workers are employed

2	CO4
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Q-8 Gratuity of a worker maybe revoked if the worker has been terminated on disciplinary grounds.

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 Factories Act 1948 towards weekly working hours, daily working hours, maximum daily working hours, shifts, and interval for rest?

5	CO1, CO3
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Q-12 What are the objectives of The Payment of wages Act? What malpractices the Act is supposed to stop?

5	CO1 CO4
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Q-13 Minimum Wages Act makes it mandatory for the establishments to provide for mandatory minimum wages. Still the quality of life of workers, especially the unskilled contract workers remain poor. Discuss.

5	CO1 CO4
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Q-14 As per The Employees Compensation Act, what is the mode of payment of Compensation? What if there are multiple claimants? What if nobody comes to claim the compensation? What if the claimants are legally incapable to claim the compensation? Elucidate.

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. 45,000/- 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	
Day	No. Hours worked
Sunday	5
Monday	9
Tuesday	11
Wednesday	10
Thursday	10
Friday	11
Saturday	10
WEEK 2	
Sunday	Weekly Off
Monday	12
Tuesday	5
Wednesday	6
Thursday	10
Friday	10
Saturday	5

Q-17 Define and explain the following with provisions of Compensation (if any)

- Layoff
- Retrenchment
- Closure of Company due to natural calamity

15	CO2 CO3 CO4
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Q-18 What are the Provisions of The Contract Labor (Regulation and Abolition) Act, 1970 as regards to payment of wages, payment of PF Contribution, welfare amenities for Contract Labor? What are the nature of liability of Principal Employer and the Contractor

15	CO1 CO3 CO4
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Section – D (30 Marks)

Q-19 A worker whose salary slip is given below

Earnings		Deductions		
Basic		45,000	Income Tax	9,000
DA	130%	58500	PF	2,700
HRA	20%	9000	Loan Repayment	6,000
Conveyance		3,500	Others	2,000
Incentive		2,000		
Mibile Allowance		1,000		
Uniform Allowance		2,000		
Other Income		5,000		
Gross Salary		126,000	Total Deduction	19,700
Net Salary: 126,000 - 19700 = Rs. 106300/-				

And other relevant information as:

Date of Birth: January 5, 1972
Date of joining the Company: April 5, 2001
Designation: Senior Engineer

30	CO1
	CO2
	CO3
	CO4

Suffered with an accident while on duty on November 6, 2017. The Doctor's report indicates the following:

Doctor's Report: The patient has suffered serious damage to his spinal cord, with dislocation of two vertebrates.

As a result of this injury, the worker was hospitalized from 6/11/2017 to 2/2/2018. On 3/2/2018, the worker rejoined the organization.

Unfortunately on 3/3/2018 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 6/11/2017

- a. Calculate the compensation (if any) that would have been paid to the worker on 6/11/2017
- b. Calculate the compensation (if any) that would have been paid to the worker between 6/11/2017 and 2/2/2018.
When was such compensation paid?
- c. Calculate the compensation (if any) that would have been paid to the worker on 3/3/2018