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

Course: LABOR LEGISLATIONS   **Semester: III**
Programme: MBA - HRM   **Course Code:HRES8005**
Time: 03 hrs.   **Max. Marks: 100**
Instructions: All sections are compulsory.

	SECTION A		
	Answer in True/ False Only		
S. No.		Marks	CO
Q-1	Labor legislations regime in India constitutes the largest labor legislations provisions in the world.	5	CO1
Q-2	In all the factories where more than 500 workers ordinarily work, there is a provision of an ambulance to be maintained in the factory	5	CO2
Q-3	Employees contribution to his/her PF Fund is 12% of basic wages in a month	5	CO3
Q-4	For a physically challenged employee, his contribution as well as employers contribution to ESI subscription is waved off for three years	5	CO4
Q-5	Widowed mother comes under class 1 dependent under Workmen Compensation Act	5	CO2
Q-6	For an establishment running into losses, the workers are not entitled to payment of bonus	5	CO1
	SECTION B		
Q-7	Explain how the labor legislation regime in India is related to "Fundamental Rights" guaranteed to every citizen of India	10	CO1
Q-8	What are the provisions of The Factories Act towards securing Health and Safety for the workers	10	CO2
Q-9	What is the constitution of The Employees State Insurance Corporation? Explain why the ESIC system has not been very successful?	10	CO3
Q-10	What are the challenges in managing contract workers? Discuss the pros and cons of employment of contract workers	10	CO2
Q-11	What is bonus? What is the eligibility of a worker to claim bonus from his/ her employer? How does the system of minimum and maximum bonus works (setoff / seton)? Explain in detail	10	CO1

SECTION-C (5 x 4 = 20 marks)			
Q-12	Write short note on the following: a. Notional Extension of employers premises. b. Calculation of compensation in case if death of a worker caused in course of employment c. Compensation to be paid to the worker (if any) while going to, or returning from employment d. Fortification of payment of gratuity	**5 x 4** **20**	**CO4**