



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, May 2021

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

Semester: II
Course Code:HRES8005
Max. Marks: 100

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 30 married female workers ordinarily work, there is a provision of crèche to be maintained in the factory	5	CO2
Q-3	Provident Fund A/C of an employee can be closed by a request made by the employee in certain cases	5	CO3
Q-4	An organization may directly pay to the dependents of a deceased worker a lump sum money as interim relief.	5	CO4
Q-5	Widowed sister 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 “ Right to freedom” guaranteed to every citizen of India	10	CO1
Q-8	What are the provisions of The Factories Act towards providing welfare of 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 provisions of The Contract Labor Regulation and Abolition Act, towards abolition of contract labour system. Where the contract labor system is abolished, there are the contract workers re-employed as full time employees? What is the consequence of abolition of contract labour system on the contract worker?	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