UNIVERSITY OF PETROLEUM AND ENERGY STUDIES.
End Semester Examination, December 2023

Course: LABOR LEGISLATIONS   **Semester: III**
Programme: BBA - HRM   **Course Code: HRES1305**
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 in India are based on basic features of Constitution of India.	2	CO1
Q-2	Maternity benefit can be claimed anytime before eight weeks of expected birth of a child	2	CO1
Q-3	ESI has a network of it's hospitals, and dispensaries. Private hospitals can not be ESI hospitals	2	CO1
Q-4	Sickness benefit as provided by ESI means cash compensation provided to sick employee	2	CO1
Q-5	Widowed mother comes under class 1 dependent under Code on Social Security, 2020	2	CO1
Q-6	Bonus is workers share in profit of business. Therefore if there is no profit, there will be no bonus.	2	CO1
Q-7	As per law, gratuity is not to be paid to a worker who is on a fixed term employment	2	CO1
Q-8	Basic wages are paid to the worker under contractual obligation to pay.	2	CO1
Q-9	An establishment provides bus and recreational facilities to its employees. This is a social security mechanism.	2	CO1
Q-10	Welfare mechanisms in an establishment means keeping the premises such that employees do not inflict any disease.	2	CO1

SECTION – B
4 x 5 Marks

Q-11	Describe Provident Fund Scheme. What are the benefits of PF to the employee? How is PF contributions calculated?	5	CO2
Q-12	What is maternity benefit? Who, how, and when can a woman claim maternity benefit?	5	CO2
Q-13	When can a worker claim gratuity from the employer? Under what circumstances (if any) the employer can withhold the payment of gratuity?	5	CO2

Q-14	What are the different levels of wages? On what basis the minimum wages are fixed?	5	CO2

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SECTION-C
(3 x 10 = 30 marks)

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Q-15	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	CO3
Q-16	Differentiate between health, safety, and welfare of employees working in a Factory. Give examples of amenities/ facilities that an employer can provide to ensure health, safety, and welfare.	10	CO3
Q-17	What is the constitution of The Employees State Insurance Corporation? Explain why the ESIC system has not been very successful.	10	CO3

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SECTION-D
(2 x 15 = 30 marks)

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| Q-18 | An employee with the following details met with an accident while on the job and died after some time:
Name – Satnam Singh
Date of Birth – 16/1/1983
Date of joining – 11/7/2004
Date of accident - 24/2/2023
Date of death – 9/3/2023
Salary – Rs. 36, 500/- per month

Excerpts from Schedule VI of Code on Social Security, 2020:

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
  a. Calculate the amount of compensation his dependents would receive.
  b. Calculate the amount of Gratuity nominee would receive
  c. There are many family members who have come to HR to claim compensation. How would you distribute the compensation? | 15 | CO4 |
| Q-19 | Discuss:
  a. Doctrine of Assumed Risks
  b. Doctrine of Common Employment | 15 | CO4 |

| | | c. Doctrine of Contributory Negligence. | | |