



**UNIVERSITY OF PETROLEUM AND ENERGY STUDIES**  
**End Semester Examination, December 2024**

**Course: LABOR LEGISLATIONS**  
**Programme: Intt. BBA MBA/ BBA(HRM)**  
**Time: 03 hrs.**  
**Instructions: All sections are compulsory.**

**Semester: III**  
**Course Code: HRES2013**  
**Max. Marks: 100**

**SECTION A**  
**Answer in True/ False Only**

S. No.		Marks	CO
Q-1	Indian Labor Laws are inclusive, and apply to almost every class of working class in India	2	CO1
Q-2	In order to claim maternity, benefit a female employee must have completed one year of continuous service, and must have actually worked in the establishment for a minimum number of 180 days in the preceding calendar year	2	CO1
Q-3	As per labor laws, Basic wages must be more than 75% of the total compensation package.	2	CO1
Q-4	In case of an accident leading to injury, a worker is not entitled to compensation in case of self-inflicted injury, in every case	2	CO1
Q-5	Compensation to the worker is paid as a relief to suffering and pain the worker has suffered due to injury.	2	CO1
Q-6	Bonus is workers share in profit of the business. Therefore if there is no profit, there will be no bonus.	2	CO1
Q-7	In case of a fixed term employment, gratuity will be paid even if the worker has not completed five years of continuous employment	2	CO1
Q-8	Minimum wages are paid to worker, so that the worker and his family do not die of starvation	2	CO1
Q-9	An establishment provides library and educational facilities to its employees. This is a social security mechanism.	2	CO1
Q-10	Provident fund is applicable to employees of an establishment, if minimum 50 workers are employed by the establishment.	2	CO1

**SECTION – B**  
**4 x 5 Marks**

Q-11	Describe the concept of social security. What are the provisions in Indian Labor Law Regime to provide for social security to the employees? Discuss each provision in brief.	5	CO2
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Q-12	What is minimum wage? What are the criteria for fixing minimum wages? What would happen if an establishment said its business would be financially unviable if they pay minimum wages? Discuss	5	CO2
Q-13	What are the duties of an employee? What happens when the employee does not perform his/ her duties?	5	CO2
Q-14	Discuss the concept of notional extension of employees' premises, giving suitable and relevant practical examples	5	CO2

**SECTION-C**  
**(3 x 10 = 30 marks)**

Q-15	<p>An employee with monthly wages of Rs. 25,000/- per month has worked for given number of hours in a week:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Day</td> <td>Sun</td> <td>Mon</td> <td>Tue</td> <td>Wed</td> <td>Thr</td> <td>Fri</td> <td>Sat</td> </tr> <tr> <td>No. Hrs.</td> <td>W.O</td> <td>6</td> <td>4</td> <td>3</td> <td>10</td> <td>11</td> <td>4</td> </tr> </table> <p>a. Will the worker be eligible for getting overtime payment for the given week? If yes, under what provision? b. If yes, calculate the amount of compensation.</p>	Day	Sun	Mon	Tue	Wed	Thr	Fri	Sat	No. Hrs.	W.O	6	4	3	10	11	4	10	CO3
Day	Sun	Mon	Tue	Wed	Thr	Fri	Sat												
No. Hrs.	W.O	6	4	3	10	11	4												

Q-16	<p>Worker Ram Lal, with details as:</p> <p>Date of Birth: June 7, 1983 Date of Joining: September 29, 2001 Salary: Rs. 28,000/- p.m</p> <p>Suffered with an accident on the job on 14 November 2024, and died on 23 November 2024.</p> <p>a. Calculate the compensation his dependents would get. b. Calculate the amount of gratuity the nominee would get.</p> <p>Excerpts from Schedule 4 are provided below:</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: left;">Completed years of age on the last birthday</th> <th style="text-align: left;">Relevant Factor</th> </tr> </thead> <tbody> <tr> <td>38</td> <td>189.56</td> </tr> <tr> <td>39</td> <td>186.90</td> </tr> <tr> <td>40</td> <td>184.17</td> </tr> <tr> <td>41</td> <td>181.37</td> </tr> <tr> <td>42</td> <td>178.49</td> </tr> </tbody> </table>	Completed years of age on the last birthday	Relevant Factor	38	189.56	39	186.90	40	184.17	41	181.37	42	178.49	10	CO3
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38	189.56														
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Q-17	Worker Shyam Lal suffered an accident on 23 April 2024. He suffered a fracture in the right leg, due to which the RMP advised him complete bed rest for 4 months i.e	10	CO3
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	<p>till 23 August 2024. The doctor says he will be certainly able to join the company after 4 months. His monthly wages are:</p> <p>Basic – 26,000  DA – 40% of basic  HRA – 20% of basic.</p> <p>What compensation the worker would get, and when?</p>		
<p><b>SECTION-D</b>  <b>(2 x 15 = 30 marks)</b></p>			
<p>Q-18</p>	<p><b>Case Study: Challenges in Implementing Maternity Benefit Law in India</b>  <b>Background:</b></p> <p>Sneha, an HR manager at Stellar Textiles Ltd., a mid-sized garment manufacturing company in Delhi, was facing a challenging situation. The company employed about 300 workers, of which 150 were women. Recently, an employee, Priya, had applied for maternity leave under the Maternity Benefit (Amendment) Act, 2017, which entitles women to 26 weeks of paid leave. While Priya was legally eligible for this benefit, Sneha faced pressure from the management, which viewed the extended leave as a financial burden, especially during a peak production season.</p> <p>In addition, the factory relied on lean staffing to remain competitive. The management was concerned that offering extended leave might disrupt production schedules, increase overtime costs for other employees, and impact overall productivity. Although some temporary hiring could bridge the gap, training temporary workers in a specialized field like garment manufacturing added further complications and costs. To address these concerns, the management suggested that Sneha counsel Priya to either reduce her leave period or take unpaid leave after a few months. Sneha was aware that encouraging Priya to take less than the legally mandated leave could open the company up to legal and ethical risks, including potential claims of discrimination. Furthermore, word of such a policy might demoralize other female employees and lead to negative publicity.</p> <p><b>Dilemma:</b> Sneha now faced a critical decision. Balancing legal compliance, employee welfare, and operational efficiency seemed increasingly difficult, especially given the financial and production pressures from her superiors. Ignoring the management’s concerns could affect her own position, but compromising Priya's rights risked legal consequences and could damage the company’s reputation. Sneha needed a strategy that addressed both the company’s operational needs and Priya’s legal rights.</p> <p><b>Questions:</b></p> <p>How should Sneha navigate this situation to ensure compliance with the Maternity Benefit Act while addressing the management's operational concerns? Suggest a feasible solution that balances both perspectives.</p>	<p><b>15</b></p>	<p><b>CO4</b></p>

Q-19	What policies could Stellar Textiles implement to support the Maternity Benefit Act requirements sustainably, without disrupting productivity during future maternity leave cases?	15	CO4
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