



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

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

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

SECTION A
Answer in True/ False Only

S. No.		Marks	CO
Q-1	Labor Laws in India are central acts, and therefore applicable to entire country, but State Governments are authorized to make state specific rules to apply labor laws in their state as per their state specific requirements.	2	CO1
Q-2	As per definition of “Worker”, a contract labor is not a worker.	2	CO1
Q-3	In case of financial difficulties, establishments are allowed to defer the payment of wages.	2	CO1
Q-4	A company allows the female workers to have 2 days leaves during their biological cycle. This is a safety provision.	2	CO1
Q-5	Compensation to the worker is paid as a relief to suffering and pain the worker has suffered due to injury arising out of accident	2	CO1
Q-6	Bonus is the amount of money paid to the worker as a recognition of good and superior performance of the worker.	2	CO1
Q-7	Gratuity has to be paid by the employer to every employee whose employment terminates after 3 years of continuous service	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 clean drinking water, and washroom 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 100 workers are employed by the establishment.	2	CO1

SECTION – B
4 x 5 Marks

Q-11	Describe and differentiate between Health, Safety, and Welfare. What policies companies may have to provide for Health, Safety, and Welfare? Discuss in brief.	5	CO2
Q-12	Describe Starvation Wages, Subsistence Wages, Living Wages, Fair Wages, and Luxury Wages. What is the criteria of Fixation of Minimum Wages. Discuss if the	5	CO2

	criteria is sufficient for India, a nation that aspires to be a leading global economic superpower in the years to come.																		
Q-13	What is Provident Fund (PF). Explain how PF system works now, and has been working earlier before the system of Universal Account Number (UAN). What is the objective of PF? Suggest measures for further improving the PF system	5	CO2																
Q-14	Many people especially the business owners have a view that Indian Labor Laws are not business friendly and are tilted towards the working class. Countries like China have minimal labor legislations, and therefore due to low labor cost, Chinese products are cost effective, and this provides China with a competitive advantage over India. This is the reason that China is a better attraction for businesses across the world as compared to India. Also, Stringent labor laws in India are a reason for India being far below China in the “Ease of doing Business” ratings. Discuss the argument and counter argument.	5	CO2																
SECTION-C (3 x 10 = 30 marks)																			
Q-15	Amit Khanna works in a garment export factory with monthly wages of Rs. 25,000/- per month has worked for given number of hours in a week: Amit was asked to come on Sunday (Weekly Off) also for the week given below to do some urgent repair work. <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Day</th> <th>Sun (Off)</th> <th>Mon</th> <th>Tue</th> <th>Wed</th> <th>Thr</th> <th>Fri</th> <th>Sat</th> </tr> </thead> <tbody> <tr> <td>No. Hrs.</td> <td>8</td> <td>11</td> <td>10</td> <td>4</td> <td>10</td> <td>8</td> <td>4</td> </tr> </tbody> </table> 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 overtime payment	Day	Sun (Off)	Mon	Tue	Wed	Thr	Fri	Sat	No. Hrs.	8	11	10	4	10	8	4	10	CO3
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No. Hrs.	8	11	10	4	10	8	4												
Q-16	Ramesh born on 23 August 1984 is a worker, who was employed as a machine operator at ABC Textiles Pvt. Ltd. in Gujarat. He was earning a monthly wage of ₹18,000. Tragically, on August 15, 2024, Ramesh met with a fatal accident while working, leading to his immediate death. His family has approached the employer for compensation as per the Employees’ Compensation laws a. Calculate the compensation his dependents would get. b. Calculate the amount of gratuity the nominee would get. Excerpts from Schedule 4 are provided below: <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Completed years of age on the last birthday</td> <td style="width: 50%;">Relevant Factor</td> </tr> <tr> <td style="text-align: center;">38</td> <td style="text-align: center;">189.56</td> </tr> <tr> <td style="text-align: center;">39</td> <td style="text-align: center;">186.90</td> </tr> </table>	Completed years of age on the last birthday	Relevant Factor	38	189.56	39	186.90	10	CO3										
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	40 41 42	184.17 181.37 178.49		
Q-17	<p>Worker Ghanshyam Tiwari was working as a hospital help staff suffered an accident on 20 April 2024. He suffered a fracture in the right leg, due to which the RMP advised him complete bed rest for 5 months i.e till 20 August 2024. The doctor says he will be certainly able to join the company after 5 months. His monthly wages are:</p> <p>Basic – 30,000 DA – 25% of basic HRA – 15% of basic. Retaining Allowance – Rs. 60,000/- for completing every year of job</p> <p>What compensation the worker would get, and when?</p>		10	CO3
SECTION-D (2 x 15 = 30 marks)				
	<p>Case Study: Navigating Maternity Benefit Law and Business Continuity</p> <p>FutureTech Innovations is a fast-growing technology firm based in India, known for its progressive policies and commitment to employee welfare. The company’s workforce is primarily composed of young professionals, and FutureTech has worked hard to create a culture of inclusion and support. Recently, FutureTech developed a project that has drawn high-profile clients, and the success of this project is critical for positioning FutureTech as a leading provider in the industry.</p> <p>Nisha Verma, a Senior Project Manager with FutureTech for the past six years, is integral to the project’s success. Known for her expertise and leadership, Nisha’s work with the team has been pivotal in meeting tight deadlines and ensuring high-quality outcomes. During a project status update, Nisha informed her supervisor that she is pregnant and intends to take the full 26-week maternity leave as provided under the Maternity Benefit (Amendment) Act, 2017. Given the project’s timeline, her absence during the final phases could impact its delivery, and client dissatisfaction could potentially lead to revenue loss.</p> <p>The project director and HR department are grappling with how to address this issue. Some members of the team suggest restructuring Nisha’s leave by requesting her to reduce her leave period to manage critical project milestones. However, such a request could be viewed as a violation of the Maternity Benefit Act, which entitles her to 26 weeks of leave without interference. Another option proposed is to hire an external consultant to cover her role temporarily, though this would be costly and might require significant time to bring the consultant up to speed on the project details.</p> <p>Meanwhile, FutureTech’s leadership is concerned that altering Nisha’s leave or implementing restrictive policies could affect morale, particularly among female employees who may perceive this as a lack of support for maternity needs.</p>			

	<p>Additionally, FutureTech risks reputational damage and legal consequences if they fail to uphold maternity benefits as mandated by law. The executive team must find a solution that upholds the company’s legal and ethical obligations while minimizing disruptions to the project</p> <p>Your Role: As an advisor to FutureTech’s executive team, you are tasked with assessing the situation and providing strategic recommendations that ensure compliance with maternity benefit laws and balance business needs.</p>		
Q-18	<p>Analyze the Legal and Ethical Implications of Modifying Maternity Leave Entitlements: What legal and ethical risks does FutureTech face if they ask Nisha to reduce her maternity leave or attempt to delay her entitlement under the Maternity Benefit Act? Discuss how such actions could impact FutureTech’s standing with employees, especially women, and its reputation in the tech industry.</p>	15	CO4
Q-19	<p>Develop a Strategic Plan for Balancing Compliance and Project Continuity: Considering Nisha’s integral role in the project, propose a strategy that enables FutureTech to maintain compliance with the Maternity Benefit Act while minimizing project disruption. Could they implement cross-training, staggered handovers, or phased project management to bridge the gap during her leave? Explain how these measures could ensure both business continuity and FutureTech’s commitment to supporting employee welfare.</p>	15	CO4