

**Advanced Diploma in Labour Laws and Employee Management**

**Academic Year: 2023-2024**

**Annual Examination (May, 2024)**

**Paper III – 1.3 Human Resource Management and Social  
Security Laws  
(Batch:2023-2024)**

Duration of the Examination: 3 hours

**TOTAL MARKS: 100**

**INSTRUCTIONS TO CANDIDATES**

- a) Read the instructions carefully and adhere to the same.
- b) Please mention your DDE ID No., date of the exam, name of the programme & subject on the Answer Sheet and the Additional Answer Sheets, if any.
- c) The questions to be interpreted as given and no clarification can be sought from the Invigilator.
- d) Clearly indicate the question numbers while answering them. Answers without question numbers / wrong question numbers will not be evaluated.
- e) Write the answers clearly and neatly. Answers in illegible handwriting will not be taken into consideration.
- f) Candidates are prohibited to carry phones or any other electronic devices, books, material etc. in the Examination Hall.
- g) Copying is strictly prohibited and is considered as a serious academic mis-conduct and the University will take action as it deems fit.

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Answer FOUR questions out of SIX questions and each question carries 25 marks.  
(4 x 25 marks = 100 marks)

*Note : The first 4 questions are essay-type questions, and the last 2 questions are problem-based questions, i.e., you have to provide an answer to that problem supported/ based on the relevant provisions of law and judgments. You are expected to refer to them in your answer.*

1. How do Reward Management Systems (RMS) integrate both intrinsic and extrinsic rewards to enhance employee motivation, satisfaction, and productivity in Indian organisations, and what are the legal implications of these systems under Indian labour laws?
2. What are the key features and legislative mechanisms of the Employees' Provident Funds & Miscellaneous Provisions Act, 1952, and how do these provisions ensure social security and financial stability for workers in India?

3. How does the OSHW Code 2020 address the shortcomings of the Contract Labour (Regulation and Abolition) Act of 1970, particularly in terms of providing occupational safety, health, and working conditions for contract labour, and what are the significant changes introduced by the new code in the regulation of contract labour in India?
4. How do the Maternity Benefit Act, 1961 and its amendments, alongside the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, enhance the rights and protections of women in the workplace in India, and what are the specific provisions and obligations these laws impose on employers?
5. Welcome Manufacturing Company, based in Delhi, India, is undertaking the annual task of calculating bonuses for its employees for the fiscal year 2022-23. Mr. Amit Gupta, a senior engineer at the company, is one of the employees whose bonus needs to be calculated accurately and fairly. Given below are some of the financial details required:
- A. Annual Salary of Mr. Gupta: ₹800,000.
  - B. Company's Gross Profit for 2022: ₹50 crores.
  - C. Deductions: Depreciation: ₹5 crores, Development rebate: ₹1 crore. Direct tax liability: ₹4 crores.

**5 (a).** What would be the allocatable surplus available? **(7.5 Marks)**

**5 (b).** If the owners decide to provide the maximum bonus possible, how much percentage would be the bonus percentage for fiscal year 22-23? **(7.5 Marks)**

**5 (c)** How much bonus amount would Mr. Gupta receive for fiscal year 22-23, as per the bonus percentage fixed? **(5 Marks)**

**5 (d)** One of the junior HR interns raise a concern if Mr Gupta is eligible for bonus or not. Explain to her what are the basic eligibility checklists to ensure that an individual is eligible for a bonus or not in terms of salary and minimum work requirements. **(5 Marks)**

6. Patel Manufacturing, a chemical processing plant in Gujarat, India, experienced a severe industrial accident. An equipment failure led to the release of toxic gases, resulting in serious injuries to several employees, including Mr. Rakesh Patel, a senior technician. During a routine operation, a pressure valve failed, causing a gas leak. Mr. Patel, who was performing maintenance nearby, was exposed to toxic fumes, resulting in severe respiratory issues and partial disability.

**6 (a).** What are the major regulatory and legal frameworks (Acts) relevant to the incident? **(5 Marks)**

**6 (b)** What are the various compensation and benefit claims Mr. Patel can claim? **(10 Marks)**

**6 (c).** What should be immediate actions taken by the plant? **(10 Marks)**