

INDIRA UNIVERSITY, PUNE

SCHOOL OF BUSINESS- MBA

Term End Examination (2025 Pattern) April- May – 2026- Semester – II

Course Name: Social Security & Labour Welfare Legislation
Course Code: 25MBA263

Max. Marks: 50
Time: 2:30 Hrs.

Instructions

1. All questions are compulsory. Kindly read the detailed instructions for each question.
2. Question 1,2 & 3 carry 10 marks each.
3. Question 4 carries 20 marks.

Q1. a)	An employee of Sunrise Manufacturing Ltd. sustained a workplace accident that left him permanently disabled, rendering him unable to perform his original duties. The employer re-employed him in a lower-grade position at a reduced wage. As an HR consultant, apply the relevant provisions of the Payment of Gratuity Act, 1972 to explain how the gratuity payable to such a disabled employee shall be computed, citing the specific provision applicable in this situation. (10 Marks)	CO3
Q1. b)	Meena, a worker in a spinning mill in Coimbatore, finds that her employer has been paying wages below the scheduled minimum rate and has been making deductions for alleged damage to machinery without following due process. Using the provisions of the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948, advise Meena on the legal protections available to her, the remedies she can pursue, and the obligations her employer must fulfil. (10 Marks)	
Q2. a)	You have joined Sharma Associates as an HR Executive. Shamita, an employee who has been with the company for the past two years, is expecting a child and approaches you to understand her legal entitlements. Analyze the maternity benefits available to Shamita under the Maternity Benefit Act, 1961, covering benefits before delivery, at the time of delivery, and after delivery, including any additional entitlements introduced through recent amendments. (10 Marks)	CO4
Q2. b)	A food processing unit reports frequent employee complaints regarding poor sanitation, improper waste disposal, and lack of clean drinking water facilities. The management prioritizes production output over facility improvements. Analyse the situation with reference to the Factories Act, 1948 and identify the relevant provisions related to worker health and welfare. (10 Marks)	
Q.3 a)	An employee insured under ESI suffers an injury while commuting to work. The employer denies ESI benefits, stating that the accident did not occur within the workplace. The employee challenges this decision.	CO5

Q.3 b)	Evaluate the validity of the employer's decision under the ESI Act, 1948, providing a justified conclusion. (10 Marks) OR The Local Complaints Committee (LCC) is constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, for areas where no Internal Complaints Committee (ICC) exists. Evaluate the role, jurisdiction, powers, and limitations of the LCC in addressing complaints from women workers in the unorganized sector and informal workplaces and assess its effectiveness as a redressal mechanism. (10 Marks)	
Q.4	Read the case carefully and answer the questions that follow: Case: BlueStar Engineering Pvt. Ltd. BlueStar Engineering Pvt. Ltd. is a precision auto-component manufacturing unit in Pune, established 10 years ago, employing 320 workers across two production shifts. The company exports to Europe and the Middle East. A recent internal audit uncovered the following compliance gaps: (i) The company has not registered under the ESI Act, 1948, despite employing workers within the wage ceiling, citing "administrative burden" as the reason. (ii) PF contributions have been deducted from employees' salaries for four consecutive months but have not been deposited with the EPFO. (iii) A female worker who returned from maternity leave was given a lower-grade post, and her original position was reassigned to another employee. (iv) Three workers aged between 14 and 16 years are employed in the paint shop, which involves exposure to hazardous chemicals and processes. (v) Three industrial accidents occurred during the year. Two were settled informally without following the prescribed procedure under the Workmen's Compensation Act, 1923. The Managing Director has directed the newly appointed HR Head to audit all statutory obligations, establish a comprehensive Social Security compliance framework, and present a corrective action plan to the Board. Q.4(a): For each of the five compliance gaps identified above, identify the specific legislation violated, describe the nature of the breach, and state the legal consequences for BlueStar Engineering. (10 Marks) Q.4(b): As the HR Head, design a comprehensive Social Security Compliance Framework for BlueStar Engineering covering all applicable legislations. operations. (10 Marks)	CO6
