

MBHR 3005 R

M.B.A. DEGREE EXAMINATION, MAY 2026

Third Semester

Human Resource Management

EMPLOYEE LEGISLATION

(2023 Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (5 × 4 = 20 marks)

Answer any FIVE questions.

1. Discuss the role of the Indian Constitution in shaping labor and employee legislation.
2. Identify the main objectives of labor protection and social security measures in India.
3. Outline the main objectives of the Trade Union Act 1926 and its influence on trade union activities.
4. Outline the provisions of the Payment of Gratuity Act 1972 and its role in employee benefits.

5. Discuss the importance of timely payment of wages and bonuses in maintaining employee morale and productivity.
6. Discuss the provisions of the Workmen's Compensation Act and its impact on employee welfare.
7. Identify the gender dimensions of labor laws and their impact on female employees.
8. Discuss the pros and cons of the current legal system in addressing labor issues.

PART B — (5 × 8 = 40 marks)

Answer any FIVE questions.

9. Compare the system of economic governance in India with that in another country, focusing on its influence on labor laws and social protection.
10. Assess the effectiveness of social security measures in addressing the needs of workers in India.
11. Analyze the effects of the Contract Labour Act 1970 on employment practices and labor rights.

12. Compare the Payment of Gratuity Act 1972 with other employee benefit legislations in terms of scope and benefits.
13. Discuss the effectiveness of the Payment of Bonus Act 1965 in enhancing employee engagement and organizational performance.
14. Assess the impact of the Employees Pension Scheme on long-term financial stability and retirement planning for workers.
15. Compare the gender dimensions of labor laws in India with those in another country, focusing on their effectiveness in promoting gender equality.
16. Assess the strengths and limitations of the current legal system in addressing contemporary labor issues and suggest possible reforms.

PART C — (1 × 15 = 15 marks)

Answer the following.

17. Case Study (Compulsory)
NeoTech Solutions, a mid-sized IT company based in India, was growing rapidly with a diverse workforce, including a significant number of women employees. As the company expanded, the management realized the importance of

complying with the Maternity Benefit Act, 1961, which mandates maternity leave and other benefits for female employees. The Act was designed to protect the rights of working women during and after pregnancy, ensuring their health and well-being, as well as that of their newborns.

Prior to implementing the Maternity Benefit Act, NeoTech's maternity leave policy was limited, providing only eight weeks of leave, which was well below the statutory requirement of 26 weeks as mandated by the Act. This discrepancy became apparent when several female employees, who were either pregnant or planning to start a family, expressed concerns about the insufficient maternity leave and the lack of support during and after pregnancy.

To address this issue, NeoTech's HR department undertook the following steps:

- (a) Policy Revision: The company revised its maternity leave policy to comply with the Maternity Benefit Act, increasing the leave period to 26 weeks. They also introduced additional benefits, such as flexible working hours and the option to work from home post-delivery for a limited period.

- (b) Awareness Programs: The HR team conducted workshops and awareness programs to educate employees about their rights under the Maternity Benefit Act and the new policies implemented by the company.

- (c) Infrastructure Support: NeoTech invested in creating a more supportive work environment for new mothers by setting up a crèche facility within the office premises and providing nursing breaks as mandated by the Act.

- (d) Health and Wellness Programs: The company also introduced health and wellness programs for expecting mothers, including prenatal and postnatal care, stress management workshops, and counseling services.

Despite the positive changes, NeoTech faced challenges in implementing these policies. Some male employees felt that the extended leave for women could impact team productivity and lead to an increased workload for them. There were also concerns about the financial implications of providing extended paid leave and additional benefits.

To address these concerns, the HR department organized sensitization sessions to emphasize the importance of gender equality and the long-term benefits of supporting female employees during maternity. They also introduced temporary staffing solutions to ensure that the teams remained productive during the maternity leave period.

Over time, the implementation of the Maternity Benefit Act at NeoTech led to increased job satisfaction among female employees, lower attrition rates, and a more inclusive workplace. The company's proactive approach to complying with labor legislation not only enhanced its reputation as an employer of choice but also contributed to overall organizational growth.

Questions:

- (i) Analyze the challenges NeoTech Solutions faced in implementing the Maternity Benefit Act, 1961, and how these were addressed. What additional measures could the company take to further support its female employees?

- (ii) Evaluate the impact of the revised maternity leave policy on the overall productivity and morale of the workforce. How can NeoTech balance the needs of its employees with the demands of the business?

