



**FACULTY OF BUSINESS**

**FINAL EXAMINATION**

Student ID (in Figures) : 

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Student ID (in Words) : \_\_\_\_\_  
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Course Code & Name : **BUS2134 INDUSTRIAL RELATIONS**  
Trimester & Year : Sept to Dec 2021  
Lecturer/Examiner : Rishindran Paramanathan  
Duration : 3 Hours

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**INSTRUCTIONS TO CANDIDATES**

1. This question paper consists of 2 parts:  
PART A (60 marks) : Answer all FOUR (4) short answer structured questions. Answers are to be written in the Answer Booklet provided.  
PART B (40 marks) : Answer ONE (1) case study question. Answer is to be written in the Answer Booklet provided.
2. Candidates are not allowed to bring any unauthorised materials except writing equipment into the Examination Hall. Electronic dictionaries are strictly prohibited.
3. This question paper must be submitted along with all used and/or unused rough papers and/or graph paper (if any). Candidates are NOT allowed to take any examination materials out of the examination hall.
4. Only ballpoint pens are allowed to be used in answering the questions, with the exception of multiple choice questions, where 2B pencils are to be used.

**WARNING:** The University Examination Board (UEB) of BERJAYA University College regards cheating as a most serious offence and will not hesitate to mete out the appropriate punitive actions according to the severity of the offence committed, and in accordance with the clauses stipulated in the Students' Handbook, up to and including expulsion from BERJAYA University College.

**Total Number of pages = 3 (Including the cover page)**

**PART A (60 marks) Answer all FOUR (4) short answer structured questions supported with decided cases.**

**Answers are to be written in the Answer Booklet provided.**

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1. (a) Explain the reasons why a provident fund is vital to the salaried class? (10marks)
- (b) What happens if an employee does not contribute to EPF? (5 marks)  
(Total: 15 marks)
2. The Social Security Organization (SOCSO) was established as one of the government departments under the Ministry of Human Resources. Explain the benefits provided under the SOCSO's Employment Injury (EI) Scheme? (15 marks)
3. **"Trade Unions Act of 1959"**  
Discuss on the functions and objectives of the above act. (15 marks)
- 4, Explain the following:
- (a) Functions of the Industrial Court (5 marks)
- (b) Types of cases that heard in Industrial Court (5 marks)
- (c) Jurisdiction of Industrial Court. (5 marks)  
(Total: 15marks)

**End of Part A**

**PART B (40 marks) Answer ONE (1) case study question supported with decided cases. Answer is to be written in the Answer Booklet provided.**

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Seng Heng has been working as a guard in K S Mart for the past three years. There have been no complaints about his work. Yesterday, for no apparent reason, his employer told him to pack up his belongings and not to return to K S Mart anymore.

- (a) Advise Seng Heng on any possible remedies he has against his employer and the procedures for his claim against Family S Mart. (10 marks)
- (b) In the event the Seng Heng's response to the show cause letter is not satisfactory, the employer may consider convening a domestic inquiry. What is the proper procedure conducting domestic inquiry? (10 marks)
- (c) What happens if Seng Heng is not happy with the outcome of domestic inquiry? (5 marks)
- (d) Enlighten Seng Heng on his statutory rights as an employee. (15 marks)

**End of Exam Paper**

