



FINAL EXAMINATION

**BACHELOR OF BUSINESS ADMINISTRATION (HONOURS)
HUMAN RESOURCE MANAGEMENT**

COURSE : EMPLOYMENT LAW

COURSE CODE : LAW3143

DURATION : 3 HOURS

INSTRUCTIONS TO CANDIDATES:

1. This question paper consists of **FIVE (5)** questions.
2. Answer ALL questions in the Answer Booklet provided.
3. Please check to make sure that this examination pack consists of:
 - i. The Question Paper
 - ii. An Answer Booklet
4. Do not bring any material into the examination hall.
5. Please write your answer using permanent ink.

MYKAD/ PASSPORT NO : _____
ID. NO. : _____
LECTURER : _____
SECTION : _____

DO NOT OPEN THIS QUESTION PAPER UNTIL YOU ARE TOLD TO DO SO

This question paper consists of 2 printed pages including the front page

Answer ALL questions.

1. Nani works as a full-time cashier at Keluarga Mart (the company), and her contract states that her monthly salary is RM 2,000. However, instead of paying the full amount in cash, the company pays her RM 1,000 in cash and the remaining RM 1,000 in the form of store vouchers every month. These vouchers can only be used to purchase goods at Keluarga Mart and cannot be exchanged for cash or used at any other store.

Advise Nani on whether the employer's mode of payment complies with the Employment Act 1955.

(20 marks)

2. Discuss the entitlements and conditions governing paternity leave in Malaysia under the Employment Act 1955.

(20 marks)

3. Husna is employed as a full-time customer service officer at a private company in Selangor. Throughout the year 2025, she noticed that her employer granted employees only 8 days of paid public holidays. In addition, Husna was instructed to work on one of the gazetted public holidays due to operational needs, but she received only her normal daily wages without any extra pay.

Advise Husna if her employer's practices regarding public holidays comply with the requirements of employment law.

(20 marks)

4. Discuss the rights of foreign employees concerning over working hours and salary deductions in Malaysia.

(20 marks)

5. Ali is a 16-year-old secondary school student who has recently been engaged by a logistics company to work on weekends at its warehouse. His duties involve operating a forklift machine to move and stack heavy goods during busy periods. He usually works from 6:00 p.m. until 11:00 p.m. on both Saturday and Sunday.

Advise Ali on whether his working arrangement is lawful under employment law.

(20 marks)

(TOTAL: 100 MARKS)

END OF QUESTION PAPER

