

**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 3 printed pages including the front page

Answer ALL questions.

1. Rizal, an employee earning a monthly wage of RM2,000 at a private company, noticed several deductions from his March 2026 payslip. These deductions include:
 - a) RM200 for a cooperative loan repayment, which he had agreed to in writing;
 - b) RM300 for staff accommodation, deducted without his written consent and approval from the Director General, and
 - c) RM500 per month to repay overpayment of wages amounting to RM1,000 from January 2026.

Advise Rizal on whether the deductions from his salary are valid under Malaysian employment law.

(20 marks)

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

(20 marks)

3. Ain was employed by Fatihah Sdn. Bhd. for 3 years from January 2023 until December 2025. In January 2026, she joined Sakinah Sdn. Bhd. Her contract of employment states that she is entitled to 8 days of annual leave and 14 days of sick leave. She believes that she is entitled to additional annual leave and sick leave because she is in her fourth year of service after joining Sakinah Sdn. Bhd.

Advise Ain if she is entitled to additional annual leave and sick leave.

(20 marks)

4. Discuss the duties of an employer in furnishing information and returns of foreign employees to the Director General of Labor under the Employment Act 1955.

(20 marks)

5. Azman, a 55-year-old warehouse supervisor, has been employed with a manufacturing company for 20 years. Recently, the company informed him that he would be required to retire due to reaching the company's mandatory retirement age. However, upon reviewing his employment contract, Azman noticed that no specific retirement age is mentioned. He has consistently received positive performance appraisals and remains in good health, feeling fully capable of continuing his work.

Advise Azman on whether the mandatory retirement from his company is lawful under Malaysian law.

(20 marks)

(TOTAL: 100 MARKS)

END OF QUESTION PAPER

