

**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. Nazmi is an employee at Digital Arts Sdn. Bhd. (the company) for three years and earns a monthly salary of RM5,000. In March 2026, Nazmi encountered several financial difficulties. He submitted a written request to the company for an advance of RM10,000. He explained that the advance would be used to pay his son's university fees. The company is unsure if the advance can be approved according to the Employment Act 1955.

Advise the company whether the advance of wages requested by Nazmi may be granted under the Employment Act 1955.

(20 marks)

2. Discuss the procedures that an employer must follow upon receiving a complaint of sexual harassment as outlined in the Employment Act 1955.

(20 marks)

3. Putri is an employee at Alpha Manufacturing Sdn. Bhd. (the company). She earns a monthly salary of RM3,200. Under her contract of service, her normal working hours are from 8.00 a.m. to 5.00 p.m., Monday to Friday, with a one-hour lunch break. In June 2026, Putri was instructed by the company to work an additional three hours after her normal working hours on eight weekdays. At the end of the month, the company paid Putri her normal wages but refused to pay any overtime.

Advise Putri on her legal rights to overtime payment under the Employment Act 1955.

(20 marks)

4. Explain the safeguards outlined in the Employment Act 1955 that protect local Malaysian employees compared to foreign workers.

(20 marks)

5. Nadia commenced employment with Creative Solutions Sdn. Bhd. (the company) on 1 December 2023. Under her contract of service, she agreed to a monthly salary of RM1,500. On 1 February 2025, the Minimum Wages Order 2024 came into force. Despite the new minimum wage requirement, the company continued to pay Nadia RM1,500 per month.

Advise Nadia whether the company is legally entitled to continue paying her RM1,500 per month after the enforcement of the Minimum Wages Order 2024.

(20 marks)

(TOTAL: 100 MARKS)

END OF QUESTION PAPER

