

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

BCom DEGREE EXAMINATION MAY 2023
(Fourth Semester)

Branch- COMMERCE (COST AND MANAGEMENT ACCOUNTING)

INDUSTRIAL LAW

Time: Three Hours

Maximum: 50 Marks

SECTION-A

Answer ALL questions

ALL questions carry EQUAL marks

(5 x 1 = 5)

1. The first Factories Act in India was passed in _____.
(i) 1881 (ii) 1891
(iii) 1911 (iv) 1922
2. _____ is deemed to include also the cash value of any food concession allowed to the employee.
(i) Retaining allowance (ii) Pension fund
(iii) Superannuation (iv) Dearness allowance
3. ESIC is now implementing an IT roll out plan named _____.
(i) Project Rashtriya (ii) Project Swasthya
(iii) Project Panchdeep (iv) Project Bima Yojaya
4. The payment of gratuity act came into force on _____.
(i) 16th August, 1972 (ii) 16th September, 1972
(iii) 16th October, 1972 (iv) 16th November, 1972
5. 'Adult' means a person who has completed his ____ year of age.
(i) 15th (ii) 16th
(iii) 17th (iv) 18th

SECTION - B

Answer ALL Questions

ALL Questions Carry EQUAL Marks

(5 x 3 = 15)

6. a. Bring out the provisions regarding welfare of worker?
(OR)
b. Describe the powers of inspectors under factories act, 1948.
7. a. Summarise the various scheme establishment of employees' pension fund.
(OR)
b. State the meaning of i) Basic wages ii) Exempted employee iii) Tribunal.
8. a. Outline the rules regarding contribution under the Employees State Insurance Act, 1948.
(OR)
b. How is the amount of compensation payable to an injured employee calculated under the Employees' Compensation Act 1952?
9. a. Explain about the payment and forfeiture of gratuity and exemption.
(OR)
b. Describe the objects of the Payment of Bonus Act, 1965
10. a. Summarise the rules regarding the Payment of Wages Act, 1936.
(OR)
b. Explain the composition of such Minimum rate Wages Act, 1948?

Cont...

SECTION - C

Answer **ALL** Questions

ALL Questions Carry **EQUAL** Marks

(5 x 6 = 30)

11. a. Discuss about the provisions ensures the health of the workers.
(OR)
b. Elucidate the provisions regarding safety of the worker.
12. a. Justify the Employees' Provident Fund Scheme.
(OR)
b. Examine the Employees' Deposit Linked Insurance Scheme.
13. a. Point out the different types of benefits provided by the Employees' State Insurance Act, 1948?
(OR)
b. Enumerate rules regarding the distribution of compensation under Workmen's Compensation Act, 1923?
14. a. Infer the rules relating to nomination under Payment of Gratuity Act, 1972.
(OR)
b. Analyse the employees to whom the Payment of Bonus Act is not applicable.
15. a. Classify the various kinds of deductions from Payment of Wages Act, 1936.
(OR)
b. Discuss the procedure for fixing and revising of Minimum Wages Act, 1948.

Z-Z-Z END