

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

PGDHRM DEGREE EXAMINATION MAY 2024
(Second Semester)

Branch – DIPLOMA IN HUMAN RESOURCE MANAGEMENT

LABOUR LEGISLATIONS

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks

(10 × 1 = 10)

Module No.	Question No.	Question	K Level	CO
1	1	Which event marked the beginning of organized labor movements and the subsequent enactment of labor legislation in India? a) The Industrial Revolution in England b) The Indian Rebellion of 1857 c) The formation of the Indian National Congress d) The Bombay Textile Strike of 1928	K1	CO1
	2	Which of the following is not a provision of the Factories Act, 1948? a) Regulation of working hours b) Provision of adequate ventilation and lighting c) Regulation of wages and salaries d) Ensuring the safety and welfare of workers	K2	CO1
2	3	What is the penalty for breaching the provisions under Tamil Nadu payment of subsistence allowance Act, 1981? a) Fine of 1000 rupees b) Fine of 1500 rupees c. Fine of 2000 rupees d. Fine of 5000 rupees	K1	CO2
	4	Which is not the Powers and duties of Inspector a) enter at all reasonable times and with such assistants, b) make such examination of the industrial establishment c) punishing the misconduct person d) performing duties as per the law	K2	CO2
3	5	Which type of wage system rewards employees based on the number of units they produce? a. Time-based wage b. Commission wage c. Piece-rate wage d. Salaried wage	K1	CO3
	6	What is the primary objective of setting a maximum bonus limit? a. To limit the financial burden on the company b. To ensure fairness and equality among employees c. To encourage employees to strive for higher goals d. To prevent excessive compensation disparities	K2	CO3
4	7	What is the primary goal of social security legislations? a. To promote individualism b. To provide financial assistance to the wealthy c. To ensure the well-being and economic security of individuals and families d. To increase income inequality	K1	CO4
	8	According to ESI amendment 2019 what is the contribution of employee and employer a. 4.75 & 1.75 b. 4.25 & 1.75 c. 3.25 & 0.75 d. 3.75 & 0.25	K2	CO4

Cont...

5	9	Which of the following legislations in India primarily focuses on the welfare of laborers? a. Minimum Wages Act, 1948 b. Industrial Disputes Act, 1947 c. Factories Act, 1948 d. Trade Unions Act, 1926	K1	CO5
	10	Which among the following has the responsibility for welfare a. Employer b central government c. State government d. All the above	K2	CO5

SECTION - B (35 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks (5 × 7 = 35)

Module No.	Question No.	Question	K Level	CO
1	11.a.	Discuss on the Health and Welfare provisions under Factories Act, 1948.	K2	CO1
	(OR)			
	11.b.	Outline the salient features of the Contract Labour(Regulation and Abolition) Act, 1970.		
2	12.a.	Bring out the salient features of Tamil Nadu payment of subsistence allowance Act, 1981.	K2	CO2
	(OR)			
	12.b.	Discuss on the objectives, scope and importance of Tamilnadu Industrial Establishments (Conferment of permanent status to Workmen) Act, 1981.		
3	13.a.	Analyze the impact created by Minimum Wages Act, 1948.	K4	CO3
	(OR)			
	13.b.	Explain the significant features of Bonus Act, 1965.		
4	14.a.	Analyze the impact created by payment of gratuity Act, 1972 towards financial security.	K4	CO4
	(OR)			
	14.b.	Examine the provisions under ESI Act, 1948.		
5	15.a.	Discuss on the Mines Act, 1952.	K3	CO5
	(OR)			
	15.b.	Bring out the salient features of Tami Nadu shops and establishment Act, 1947.		

SECTION -C (30 Marks)

Answer ANY THREE questions

ALL questions carry EQUAL Marks (3 × 10 = 30)

Module No.	Question No.	Question	K Level	CO
1	16	Elucidate the historical development of Labour Legislations in India.	K2	CO1
2	17	Discuss on the Permanent status of workmen according to TN Industrial Establishment Act 1981.	K2	CO2
3	18	Identify from the salient features the impact created by Equal Remuneration Act, 1976.	K3	CO3
4	19	Enumerate the Employees provident fund and miscellaneous provisions Act, 952.	K5	CO4
5	20	Applying welfare provisions under plantation Act, 1951 estimate the impact created on plantation labour.	K4	CO5

Z-Z-Z END