

**PSG COLLEGE OF ARTS & SCIENCE**  
(AUTONOMOUS)  
**BBA DEGREE EXAMINATION DECEMBER 2023**  
(Fifth Semester)

Branch – **BUSINESS ADMINISTRATION**

**INDUSTRIAL LAW**

Time: Three Hours

Maximum: 50 Marks

**SECTION-A (5 Marks)**

Answer **ALL** questions

**ALL** questions carry **EQUAL** marks (5 x 1 = 5)

- 1 The maximum number of hours of work allowed for adult workers in a factory, as per the Factories Act of 1948?
 

(i) 48 hours per week	(ii) 60 hours per week
(iii) 40 hours per week	(iv) 72 hours per week
- 2 What are the general provisions outlined in the Employees' State Insurance Act of 1948 for the welfare of employees?
 

(i) Provision of travel allowances	(ii) Provision of housing facilities
(iii) Provision of medical facilities	(iv) Provision of educational scholarships
- 3 The main objective of the Employees' Provident Fund and Miscellaneous Provisions Act of 1952 .
 

(i) Regulating employee salaries	(ii) Providing retirement benefits
(iii) Controlling employee work hours	(iv) Employee safety in the workplace
- 4 The prescribed time limit for the payment of wages under the Payment of Wages Act, 1936.
 

(i) Within 7 days of the end of the wage period	(ii) Within 14 days of the end of the wage period
(iii) Within 21 days of the end of the wage period	(iv) Within 30 days of the end of the wage period
- 5 Which of the following is not a mechanism for the prevention and settlement of industrial disputes under the Act?
 

(i) Arbitration	(ii) Conciliation
(iii) Mediation	(iv) Litigation

**SECTION - B (15 Marks)**

Answer **ALL** Questions

**ALL** Questions Carry **EQUAL** Marks (5 x 3 = 15)

- 6 a State the objectives of the Factories Act 1948.  
OR
- b Explain briefly the various points of health measures enumerated under Factories Act.
- 7 a Narrate the advantages of Workmen's Compensation Act 1923.  
OR
- b State an 'employee' according to the Employees State Insurance Act?
- 8 a Explain the conditions should be fulfilled by an employee before claiming the gratuity amount?  
OR
- b State the need for the passing of the Maternity Benefit Act of 1961.

Cont...



- 9 a Describe the provision regarding deductions from wages under the Act.  
OR  
b Bring out the bonus determined under the Payment of Bonus Act, 1965?
- 10 a Narrate the salient features of the Industrial Disputes Act, 1947  
OR  
b How can a trade union be dissolved as per the Trade Union Act, 1926?

**SECTION -C (30 Marks)**

Answer ALL questions

ALL questions carry EQUAL Marks

(5 x 6 = 30)

- 11 a Analyze the safety and welfare measures adopted under Factories Act 1948.  
OR  
b Discuss the working hours prescribed by the Factories Act 1948 for an adult woman and young person.
- 12 a 'Workmen's compensation Act is a boon offering social justice to workmen's .  
Discuss.  
OR  
b Highlight the types of benefit provided under the ESI Act and state the conditions that are to be fulfilled.
- 13 a Point out the salient features of the various scheme formulated under the Provident Fund Miscellaneous Provision Act.  
OR  
b Discuss the details of an employer can invoke the forfeiture clause against the employee under the Payment of gratuity Act.
- 14 a. Enumerate the penalties for the violation of the Payment of Wages Act, 1936?  
OR  
b Discuss the primary objective of the Payment of Bonus Act, 1965.
- 15 a 'Collective bargaining contribute to maintaining industrial harmony as per the Industrial Disputes Act, 1947'. Discuss  
OR  
b Analyze the process for the registration of a trade union under the Trade Union Act, 1926.

Z-Z-Z

END