

PSG COLLEGE OF ARTS AND SCIENCE
(AUTONOMOUS)

MCom(CS) DEGREE EXAMINATION DECEMBER 2023
(Third Semester)

Branch – CORPORATE SECRETARYSHIP

LABOUR AND INDUSTRIAL LAWS

Time: Three Hours

Maximum: 50 Marks

SECTION-A (5 Marks)

Answer ALL questions

ALL questions carry EQUAL marks

(5 x 1 = 5)

1. The real "Labour Laws" in India emerged when
 - i) Employers tried to restrict the Powers of Worker's
 - ii) Employers try to keep Labour Costs Low
 - iii) Workers began Demanding better Conditions
 - iv) All of the above
2. Industrial relations are the relations between _____ in the industry.
 - i) employers and employees
 - ii) employers and employers
 - iii) employees and employees
 - iv) trade union and Government
3. An _____ means a person who has completed his 18th year of age.
 - i) Minor
 - ii) Adolescent
 - iii) Adult
 - iv) Child
4. _____ means the temporary closing of a place of employment.
 - i) Lay-off
 - ii) Lock-out
 - iii) Retrenchment
 - iv) Strike
5. _____ means loss of capacity to work or to move.
 - i) Disablement
 - ii) Partial Disablement
 - iii) Permanent Disablement
 - iv) All the above

SECTION - B (15 Marks)

Answer ALL Questions

ALL Questions Carry EQUAL Marks

(5 x 3 = 15)

6. a. Justify the concept of labour law in India.
OR
b. Organize the principles of labour law.
7. a. Prepare the measures to improve industrial disputes.
OR
b. State the essential elements of conciliation.
8. a. Determine the objectives of building and other construction workers Act 1996.
OR
b. Justify what exactly is the law against sexual harassment of women at the workplace.

Cont...

9. a. Show the essential features of Arbitration.
OR
b. Analyze the compensation to employees in case of transfer of undertakings.
10. a. State the privileges of a registered trade union.
OR
b. Discuss about qualified medical practitioner.

SECTION -C (30 Marks)

Answer **ALL** Questions

ALL Questions Carry **EQUAL** Marks (5 x 6 = 30)

11. a. Construct the objectives of International Labour Organisation.
OR
b. Enumerate the Evolution of Labour Law in India.
12. a. Elucidate the factors determining Industrial Relations.
OR
b. Analyze the process of Collective Bargaining.
13. a. Criticize the powers of inspectors in Weekly Holiday Act.
OR
b. Assess the provisions regarding the measures of health under the Factories Act.
14. a. Interpret the provisions regarding appointment and duties of conciliation officers.
OR
b. Justify the persons on whom settlement and awards are binding.
15. a. Categorize the duties and liabilities of a registered trade union.
OR
b. Elucidate the employer's liability for Compensation in Workmen's Compensation Act.

Z-Z-Z

END