

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

BCom(CS) DEGREE EXAMINATION MAY 2024
(Fifth Semester)

Branch – CORPORATE SECRETARYSHIP

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 How many days in advance do the occupier of a factory premises gives notice of occupancy to the chief inspector?
 - (i) 15 days.
 - (ii) 20 days
 - (iii) 10 days
 - (iv) 25 days
- 2 Under which of the following legislations there is a provision called 'protected workmen'?
 - (i) Trade Unions Act, 1926
 - (ii) Industrial Employment (Standing Orders) Act, 1946
 - (iii) Factories Act, 1948
 - (iv) Industrial Disputes Act, 1947
- 3 Under Workmen's Compensation Act, 1923
 - (i) Individual manager subordinate to an employer cannot act as managing agent.
 - (ii) Managing agent includes an individual manager subordinate to an employer
 - (iii) Only employer can act as managing agent
 - (iv) The appropriate government shall appoint managing agent
- 4 Which of these deductions under section 7 of payment of wages act is not authorised?
 - (i) Deduction for Fines
 - (ii) Deduction for payment of Income tax
 - (iii) Deduction for Payment of insurance
 - (iv) Deduction for payment of uniform and property
- 5 Which of the following statements is not correct as per the Payment of Bonus Act, 1965?
 - (i) It is applicable to construction industry.
 - (ii) It does not apply to employees in Life Insurance Corporation of India.
 - (iii) Allocable surplus means 67% of the available surplus.
 - (iv) Employee means any person including apprentice.

SECTION - B (15 Marks)

Answer ALL Questions

ALL Questions Carry EQUAL Marks

(5 x 3 = 15)

- 6 a Discuss the important provisions of the factories Act 1948.
OR
b Describe the working hours for children and women in a factory.
- 7 a. Narrate the conditions precedent to a lock out of a factory.
OR
b. How does retrenchment affect employees?
- 8 a. State the rules regarding the notice of accident and its proper manner.
OR
b. Outline the privileges of a registered trade union.

Cont...

9 a. List out the sections in payment of wages Act 1936.

OR

b. Discuss the main provisions of the minimum wages Act 1948.

10 a. Examine how is gross profit calculated in case of a company for the purposes of bonus.

OR

b. Summarize the benefits of employee state Insurance Corporation.

SECTION -C (30 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks (5 x 6 = 30)

11 a State the provisions of the factories Act 1948 with regard to health, safety and welfare of the workers.

OR

b Enumerate the precautions that should be taken in employment of young person's on dangerous machine.

12 a Discuss the Industrial Disputes Settlement Authorities under the Industrial Disputes Act 1947.

OR

b Highlight the duties and powers of conciliation officers, works committees, and Boards of conciliation in settlement of industrial disputes.

13 a Discuss the different types of disablement.

OR

b Assume the objects on which general funds of a registered trade union may be spent.

14 a Analyze the deduction from wages payment of wages Act 1936.

OR

b Outline the object of the minimum wages act 1948.

15 a Highlight the payment of Bonus Act 1965 is not applicable to certain employees. Who are they?

OR

b Describe the manner in which the contribution have been made payable and recoverable under the employees state insurance Act 1948.

Z-Z-Z

END