

PSG COLLEGE OF ARTS & SCIENCE  
(AUTONOMOUS)

MCom(CS) DEGREE EXAMINATION DECEMBER 2024  
(Third Semester)

Branch - CORPORATE SECRETARYSHIP

LABOUR AND INDUSTRIAL LAWS

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	What is the primary purpose of Labour Law? A) To regulate corporate policies B) To establish rules for employee-employer relationships C) To create a framework for educational institutions D) To manage government functions	K1	CO1
	2	Public Interest Litigation (PIL) in Labour Law is primarily used for which purpose? – Relate, A) To advocate for business rights B) To protect international investments C) To establish new labour laws D) To represent community interests in enforcing labour laws	K2	CO1
2	3	What is the main objective of workers' participation in management? A) To reduce workers' rights B) To increase working hours C) To promote employee engagement and improve industrial relations D) To provide legal support to employers	K1	CO1
	4	Show the first stage in the grievance redressal procedure. A) Arbitration B) Conciliation C) Employee raising the issue with immediate supervisor D) Mediation	K2	CO1
3	5	What are the maximum permissible daily working hours for an adult worker as per the Factories Act, 1948? A) 6 hours B) 8 hours C) 9 hours D) 10 hours	K1	CO1
	6	Outline which of the following represents a welfare provision under the Factories Act, 1948? A) Compulsory weekly holidays B) Provision of canteens in factories employing 250 or more workers C) Providing employees with financial assistance D) Restriction on working hours	K2	CO1
4	7	Which of the following is not considered an 'industrial dispute' under the Act? A) Dispute between workers and workers B) Dispute between employer and workers C) Dispute between management and suppliers D) Dispute related to employment, non-employment, or terms of employment	K1	CO1
	8	Show which of the following authorities does not have the power to settle industrial disputes under the Industrial Disputes Act, 1947? A) Conciliation Officers B) Labour Courts C) Supreme Court D) Industrial Tribunals	K2	CO1

Cont...

5	9	What is the primary objective of the Trade Union Act, 1926? A) To regulate the payment of wages B) To provide for the registration and regulation of trade unions C) To ensure safety and health in factories D) To govern employment contracts	K1	CO1
	10	Show how compensation is distributed under the provisions of the Employees' Compensation Act? A) Equally among all workers B) Based on the severity of injury and loss of earnings C) According to the employer's profits D) Based on union agreements	K2	CO1

**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.	Analyze the concept of social justice in Labour Law.	K4	CO5
	(OR)			
	11.b.	Examine the challenges in the enforcement of Labour Laws in India.		
2	12.a.	Lit out the importance and scope of industrial relations in an organization.	K4	CO5
	(OR)			
	12.b.	Analyze the concept of workers' participation in management and its advantages for an organization.		
3	13.a.	Discuss the key provisions related to health under the Factories Act, 1948.	K6	CO3
	(OR)			
	13.b.	Elaborate the main objectives of The Mines Act, 1952, and how does it ensure the safety of mine workers.		
4	14.a.	Explain the procedure for the settlement of an industrial dispute under the Industrial Disputes Act, 1947.	K5	CO5
	(OR)			
	14.b.	Assess the conditions and legal provisions related to strikes and lockouts under the Industrial Disputes Act, 1947.		
5	15.a.	Explain the process of registration of a trade union under the Trade Union Act, 1926.	K5	CO5
	(OR)			
	15.b.	Evaluate the key features of the Employees' Compensation Act, 1923.		

**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	Discuss the role and relevance of the International Labour Organisation (ILO) in shaping global labour standards and its impact on Indian labour legislation.	K4	CO5
2	17	What are the different methods of settling industrial disputes? Explain each briefly.	K4	CO5
3	18	Discuss the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.	K6	CO3
4	19	Analyze the provisions of the Industrial Disputes Act, 1947, concerning retrenchment. What are the rights of workers, and what processes must employers follow before retrenching employees?	K5	CO5
5	20	Discuss the duties and liabilities of a registered trade union.	K5	CO5