

**PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)**

BBA DEGREE EXAMINATION MAY 2024
(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

 $(5 \times 1 = 5)$

1. Which of the following is not a statutory welfare facility under the Factories Act, 1948?
i) Creche
ii) Transport
iii) Canteen
iv) First- Aid boxes
2. Who contribute to ESIC insurance?
i) Only Employee
ii) Only Employer
iii) Employee and Employer
iv) Government
3. What is the qualifying service to claim gratuity?
i) 15 years
ii) 10 years
iii) 5 years
iv) No such prescription
4. What is the minimum amount of bonus paid to an employee?
i) 8.33%
ii) 8.5%
iii) 8%
iv) 8.3%
5. Which one of the following is not a machinery for settlement of Industrial Disputes under the Industrial Disputes Act, 1947?
i) Conciliation Officer
ii) Board of Conciliation
iii) Labour Court
iv) Collective Bargaining

SECTION - B (15 Marks)

Answer ALL Questions

ALL Questions Carry EQUAL Marks

(5 x 3 = 15)

6. (a) Outline the objectives of Labour Law.

(OR)

- (b) Summarise the provisions of Factories Act, 1948 regarding the working hours of adult persons employed in a factory.

7. (a) Describe the term Dependent used in Workmen's Compensation Act, 1923.

(OR)

- (b) Explain about the administration of the scheme under Employees State Insurance Act, 1948.

8. (a) Outline the penalties under Payment of Gratuity Act.

(OR)

- (b) Analyze the coverage of Maternity Benefit Act, 1961.

9. (a) Explain the rules for payment of wages under the Payment of Wages Act, 1936?

(OR)

- (b) Describe the bonus determination methods.

Cont...

10. (a) Summarize the objectives of Industrial Disputes Act.
(OR)
(b) Narrate the important Sections in registration of Trade union.

SECTION -C (30 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks

(5 x 6 = 30)

11. (a) Examine the provisions of Factories Act, 1948 relating to the Safety of workers.
(OR)
(b) Analyse the provisions of Factories Act, 1948 relating to the Health and Welfare of workers.
- 12.(a) Discuss the rules regarding distribution of compensation for your company based on the Workmen Compensation Act, 1923.
(OR)
(b) Examine the different types of benefits provided by Employee State Insurance Act, 1948?
13. (a) Analyse the 'Employee's Provident Scheme' Under the Employees Provident Fund and Miscellaneous Provisions Act, 1952.
(OR)
(b) Enumerate the provisions of Payment of Gratuity Act, 1972.
14. (a) Examine the penalties comes under payment of wages act.
(OR)
(b) Infer the provision of Payment of Bonus Act, 1965.
15. (a) Discuss the Machineries available for the settlement of Industrial Disputes.
(OR)
(b) Outline the rights and privileges of Trade Union Act, 1926.

Z-Z-Z END