

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

**PGDHRM DEGREE EXAMINATION MAY 2025
(Second Semester)**

Branch – PG DIPLOMA IN HUMAN RESOURCE MANAGEMENT

LABOUR LEGISLATIONS

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 responsibility of employers under the OSH Act? a) To provide free health insurance to all employees b) To ensure employees work overtime regularly c) To provide a workplace free from recognized hazards d) To offer transportation for employees to and from work	K1	CO1
	2	Which section of the Factories Act deals with "Welfare" provisions? a) Section 11 to 20 b) Section 21 to 50 c) Section 42 to 50 d) Section 61 to 70	K2	CO2
2	3	Under the Act, what percentage of wages is payable as subsistence allowance for the first 90 days of suspension? a) 25% of wages b) 50% of wages c) 75% of wages d) 100% of wages	K1	CO1
	4	What is the minimum requirement for a worker to achieve "continuous service" under the Act? a) Completion of 90 days in a year b) Working every alternate month c) Continuous employment without breaks for 240 days in 12 months d) Completion of a probationary period	K2	CO2
3	5	Who is responsible for implementing the Payment of Wages Act? a) Labor Commissioner b) Inspector appointed under the Act c) Industrial Tribunal d) Supreme Court	K1	CO1
	6	The minimum bonus payable under the Payment of Bonus Act, 1965 is fixed at what percentage of the salary or wage? a) 5% b) 8.33% c) 10% d) 12%	K2	CO2
4	7	What is the contribution rate of the employee under the ESI Act (as of recent amendments)? a) 0.75% of wages b) 1.75% of wages c) 2.25% of wages d) 4% of wages	K1	CO1
	8	Which of the following injuries is NOT eligible for compensation under the Employees' Compensation Act, 1923? a) Injury caused by a willful act of the employee b) Accidental injury during working hours c) Permanent partial disablement due to workplace hazards d) Death caused by occupational disease	K2	CO2
5	9	What are the maximum working hours per week allowed for an adult worker under the Mines Act? a) 40 hours b) 48 hours c) 54 hours d) 60 hours	K1	CO1
	10	The Tamil Nadu Catering Establishments Act provides provisions for a) Weekly holidays b) Annual leave with wages c) Payment of overtime wages d) All of the above	K2	CO2

Cont...

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.	Inspect the safety measures mandated by the Factories Act, 1948.	K4	CO3
	(OR)			
	11.b.	Inference the main duties of employers under the OSH Act.		
2	12.a.	Simplify the purpose and penalties for employers who violate the Substance Allowance Act in Tamil Nadu.	K4	CO3
	(OR)			
	12.b.	Dissect the salient features of Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981.		
3	13.a.	Explain the objectives of the Payment of Wages Act, 1936 and perceive the role of the inspector under the Act.	K5	CO4
	(OR)			
	13.b.	Prioritize the objectives of the Equal Remuneration Act, 1976 and measure the role of the Advisory Committee under the Act.		
4	14.a.	Defend the role of the Employees' Provident Fund Organization (EPFO) and how can an employee withdraw their Provident Fund balance.	K5	CO4
	(OR)			
	14.b.	Influence the process for claiming gratuity under the Payment of Gratuity Act and what are the duties of an employer in ensuring its payment?		
5	15.a.	Build the provisions for workers' health under the Mines Act, 1952 and the role of a Chief Inspector under this Act.	K6	CO5
	(OR)			
	15.b.	Formulate the primary objective of the Plantation Labour Act, 1951. How does the Act address the safety of women and children in plantations?		

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	Analyze the provisions of the Contract Labour (Regulation and Abolition) Act, 1970, concerning the welfare of contract laborers. What specific welfare measures are mandated by the Act?	K4	CO3
2	17	Estimate the eligibility conditions, Maximum and minimum subsistence Allowance payable under the Act..	K6	CO3
3	18	Elaborate the features of the Payment of Bonus Act, 1965.	K6	CO4
4	19	Discuss the conditions under which an employer is liable to compensate an employee under the Employee Compensation Act 1923 and analyze the roles and responsibilities of an employer under this Act.	K5	CO4
5	20	Compare the Motor Transport Workers Act, 1961, with other labor welfare laws in India. Highlight the unique features and limitations of this Act.	K5	CO5