

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

BBA DEGREE EXAMINATION DECEMBER 2022
(Fifth Semester)

Branch – BUSINESS ADMINISTRATION

INDUSTRIAL LAW

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks (10 x 1 = 10)

1. As per the Factories Act.1948, What is the working hours for adult _____
(i) 36 (ii) 40
(iii) 45 (iv) 48
2. A person who has ultimate control over the affairs of the factory under the Factories Act.1948 is called as _____
(i) Occupier (ii) Manager
(iii) Chairman (iv) Managing Director
3. When did Workmen's Compensation Act,1923 come into force?
(i) 1st April 1924 (ii) 1st March 1924
(iii) 1st May 1924 (iv) 1st July 1924
4. The Employee's share of contribution under the Employee's State Insurance Act is _____ of wages paid
(i) 0.75% (ii) 1.75%
(iii) 3.25% (iv) 8.33%
5. What is the present wage limit to be eligible to be covered under the Employees Provident funds and Miscellaneous provisions Act,1952.
(i) Rs7500 (ii) Rs 10000
(iii) Rs 12500 (iv) Rs 15000
6. The eligibility condition for obtaining gratuity under the Payment of Gratuity Act, 1972 is _____
(i) Completion of 2 years of service (ii) Completion of 3 years of service
(iii) Completion of 4 years of service (iv) Completion of 5 years of service
7. In which year did the Payment of Wages Act come into force?
(i) 23rd April 1925 (ii) 23rd April 1936
(iii) 28th March 1937 (iv) 28th March 1940
8. Payment of Bonus Act, 1965 is applicable to every factory and to every other establishment where _____ workmen are employed on any day during an accounting year.
(i) 20 or more (ii) 10 or more
(iii) 50 or more (iv) 30 or more
9. 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) Collective Bargaining (iv) Labour court
10. What is the minimum number of Trade Union members requires in registering themselves as a union?
(i) 7 (ii) 10
(iii) 5 (iv) 15

Cont...

SECTION - B (35 Marks)Answer **ALL** Questions**ALL Questions Carry EQUAL Marks (5 x 7 = 35)**

- 11 a State the provisions of the Factories Act, 1948 ?
OR
b Bring out the safety measures in a factory.
- 12 a How far is an employee liable to a workman injured by an accident arising out of and in the course of his employment?
OR
b Describe the provisions of a Workmen's Compensation Act, 1923 relating to distribution of compensation.
- 13 a State the provisions regarding Employees provident fund scheme.
OR
b Explain the conditions for the payment of maternity benefit under the Maternity Benefit Act, 1961?
- 14 a Summarise the rules for payment of wages under the Payment of Wages Act, 1936.
OR
b Classify the different kinds of deductions under the Payment of Wages Act, 1936.
- 15 a Explain briefly about the settlement of Collective Bargaining.
OR
b Elaborate the various forms of Industrial Disputes.

SECTION - C (30 Marks)Answer any **THREE** Questions**ALL Questions Carry EQUAL Marks (3 x 10 = 30)**

- 16 Enumerate the licensing and registration of factories in detail.
- 17 Enumerate the general provisions regarding different types of benefits provided under the Employee's State Insurance Act, 1948.
- 18 Outline the provisions regarding payment and Forfeiture of gratuity under the payment of Gratuity Act, 1972.
- 19 Discuss the rules to determination of bonus under the payment of Bonus Act, 1965.
- 20 Explain how trade unions are registered and also the rules regarding alteration and change of name of a trade union.

Z-Z-Z

END