

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

**BBA DEGREE EXAMINATION DECEMBER 2025
(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 × 1 = 10)

| Question No. | Question | K Level | CO |
|--------------|---|---------|-----|
| 1 | Who is responsible for the health, safety, and welfare of workers in a factory? a) Occupier b) Inspector c) Manager d) Government | K1 | CO1 |
| 2 | The maximum working hours allowed per week for adults under the Act. a) 36 hours b) 40 hours c) 48 hours d) 56 hours | K2 | CO1 |
| 3 | In which year did the act come in to operation? a) 1947 b) 1949 c) 1953 d) 1963 | K1 | CO2 |
| 4 | Who grants registration to a trade union? a) Labour Court b) Trade Union Registrar c) Industrial Tribunal d) Inspector of Factories | K2 | CO2 |
| 5 | When was the Payment of Wages Act was enacted? a) 1926 b) 1936 c) 1947 d) 1965 | K1 | CO3 |
| 6 | What is the maximum bonus percentage payable under the payment bonus Act? a) 10% b) 12% c) 15% d) 20% | K2 | CO3 |
| 7 | When did the workmen's compensation Act come into force? a) 1948 b) 1923 c) 1936 d) 1976 | K1 | CO4 |
| 8 | Employees covered under ESI Act must be earning up to a) ₹15,000 per month b) ₹18,000 per month c) ₹21,000 per month d) ₹25,000 per month | K2 | CO4 |
| 9 | Employee's contribution to PF is generally a) 5% of wages b) 8.33% of wages c) 10% or 12% of wages d) 20% of wages | K1 | CO5 |
| 10 | Which of the Act applies to establishments employing? a) 10 or more persons b) 20 or more persons c) 30 or more persons d) 50 or more persons | K2 | CO5 |

SECTION - B (35 Marks)

Answer **ALL** questions

ALL questions carry **EQUAL** Marks

(5 × 7 = 35)

| Question No. | Question | K Level | CO |
|--------------|--|---------|-----|
| 11.a. | What is the main objective of the Factories Act, 1948? | K3 | CO1 |
| | (OR) | | |
| 11.b. | Define 'Factory' under the Act. | | |
| 12.a. | What are the benefits of Collective Bargaining? | K3 | CO2 |
| | (OR) | | |
| 12.b. | Explain the objectives and scope of the Trade Union Act, 1926. | | |

Cont...

| | | | |
|-------|---|----|-----|
| 13.a. | Discuss the rules relating to payment of wages. | K3 | CO3 |
| (OR) | | | |
| 13.b. | Explain the determination of bonus under the Act. | K3 | CO4 |
| 14.a. | Discuss the amount of compensation payable under the Act. | | |
| (OR) | | K3 | CO5 |
| 14.b. | Describe the administration of the ESI scheme. | | |
| 15.a. | Explain the calculation and payment of gratuity. | K3 | CO5 |
| (OR) | | | |
| 15.b. | Describe the three main schemes under the EPF Act. | | |

SECTION -C (30 Marks)

Answer ANY THREE questions

ALL questions carry EQUAL Marks

(3 × 10 = 30)

| Question No. | Question | K Level | CO |
|--------------|--|---------|-----|
| 16 | Discuss the provisions relating to Approval, Licensing, and Registration of Factories. | K4 | CO1 |
| 17 | Discuss the Forms of Industrial Disputes with examples. | K4 | CO2 |
| 18 | What are the provisions relating to deductions from wages? | K4 | CO3 |
| 19 | Explain the benefits available under the ESI Act. | K4 | CO4 |
| 20 | Discuss the maternity benefits available under the Act. | K4 | CO5 |

Z-Z-Z END