

PSG COLLEGE OF ARTS & SCIENCE (AUTONOMOUS)

MCom(CS) DEGREE EXAMINATION DECEMBER 2025
(Third Semester)

Branch- **CORPORATE SECRETARSHIP**

LABOUR AND INDUSTRIAL LAWS

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry **EQUAL** marks

$$(10 \times 1 = 10)$$

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.	Explain the role of Labour Law in promoting social justice. (OR)	K2	CO1
	11.b.	Interpret the role of the International Labour Organisation(ILO) in promoting labour standards globally.		
2	12.a.	Explain John Dunlop's Systems Model of Industrial Relations. (OR)	K2	CO2
	12.b.	Relate the importance of Workers' participation in management in improving industrial relations.		
3	13.a.	Compile the key provisions under the Factories Act 1948 related to health of workers. (OR)	K6	CO3
	13.b.	Analyze the provisions of the Weekly Holidays Act 1942. How does this Act contribute to the welfare of the workers by ensuring the right to weekly holidays?		
4	14.a.	Interpret the objectives of the Industrial disputes Act 1947. How does the Act aim to maintain industrial harmony and prevent disputes between employers and employees. (OR)	K2	CO4
	14.b.	Outline the provisions regarding the transfer of employees and closing down of undertakings under the Industrial Disputes Act 1947. How do these provisions protect workers' rights?		
5	15.a.	Evaluate the key objectives of the Trade Union Act 1926 and discuss its advantages and limitations. (OR)	K5	CO5
	15.b.	Assess the various factors that determine how compensation is distributed between the injured workers and their dependents. How does the Act ensure fairness in this distribution?		

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	Rephrase the significance of Public Interest Litigation(PIL) in enforcing labour Law and promoting workers' welfare.	K2	CO1
2	17	Relate the role of Trade Unions in Promoting workers' interests, improving working conditions and resolving conflicts.	K2	CO2
3	18	Compile the provisions of Essential Service Maintenance Act ESMA, 1981 with respect to the maintenance of essential services during strike. How does this Act balance workers right to protest with the need to ensure uninterrupted public services?	K6	CO3
4	19	Discuss the concept of 'Unfair labour Practices' under the Industrial Disputes Act 1947. Provide examples of unfair practices by both employers and trade unions.	K2	CO4
5	20	Critically evaluate the balance between the right of trade unions and their duties to their member.	K5	CO5