

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

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

Branch- **CORPORATE SECRETARYSHIP**

LABOUR AND INDUSTRIAL LAWS

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 objective of Labour law? a. To Protect employer' interests b. To promote social justice and protect worker's rights c. To regulate trade unions d. To enforce contract laws	K1	CO1
	2	How many days of notice period is mandatory for a workman who has been in continuous service for more than a year while retrenchment? a. 15 days b. 1 month c. 2 months d. 45 days	K2	CO1
2	3	Who developed the Systems Model of Industrial Relations? a. John Dunlop b. KarlMarx c. Adam Smith d. Frederick Taylor	K1	CO2
	4	What is the most effective way to prevent industrial dispute? a. Collective bargaining b. Arbitration c. Grievance procedure d. maintaining good communication and employee relations	K2	CO2
3	5	Which Act regulates the working conditions of workers in factories? a. Factories Act 1948 b. Mines Act 1952 c. ESMA, 1981 d. Weekly Holidays Act., 1942	K1	CO3
	6	According to the Mines Act, 1952, what is the maximum number of hours a worker can work in a week? a. 40 hours b. 48 hours c. 54 hours d. 60 hours	K2	CO3
4	7	The industrial disputes Act 1947 aims to a. regulate trade unions b. resolve industries disputes between employer and worker c. establish minimum wages for workers. d. prevents strikes and lockouts.	K1	CO4
	8	According to the industrial disputes Act 1947, the employer is required to notify the government about the closure of the undertaking if it employees: a. 50 or more workers b. 100 or more workers c. 10 or more workers d. 200 or more workers	K2	CO4
5	9	Under the Trade Union Act 1926, a trade union is required to submit a return of its activities a. Annually b. every five years c. quarterly d. Only during an industrial dispute	K1	CO5
	10	In case of a work related injury or accident, the worker of the dependent has to give a notice to the employer within: a. 15 days b. 30 days c. 60 days d. 90 days	K2	CO5

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SECTION - B (35 Marks)Answer **ALL** questions**ALL** questions carry **EQUAL** Marks (5 × 7 = 35)

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.	K2	CO1
	(OR)			
	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.	K2	CO2
	(OR)			
	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.	K6	CO3
	(OR)			
	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.	K2	CO4
	(OR)			
	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.	K5	CO5
	(OR)			
	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

Z-Z-Z END