

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

BCom (CS) DEGREE EXAMINATION DECEMBER 2025
(Fifth Semester)

Branch - CORPORATE SECRETARYSHIP

INDUSTRIAL AND LABOUR 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 | How many days in advance do the occupier of a factory premises gives notice of occupancy to the chief inspector? (a) 15 days (b) 20 days (c) 10 days (d) 25 days | K1 | CO1 |
| | 2 | What is the minimum number of workers required in a factory for the mandatory appointment of a Safety Officer? (a) More than 100 (b) More than 500 (c) Less than 750 (d) More than 1,000 | K2 | CO1 |
| 2 | 3 | Which of the following is not a designated authority for investigation and settlement of industrial disputes? (a) Works Committee (b) Conciliation Officers (c) Labour Courts (d) Dispute Tribunal | K1 | CO2 |
| | 4 | Which was the first enactment that dealt with the settlement of industrial disputes? (a) Employers' and Workmen's Disputes Act, 1850 (b) Employers' and Workmen's Disputes Act, 1860 (c) Trade Disputes Act, 1860 (d) Trade Disputes Act, 1929 | K2 | CO2 |
| 3 | 5 | Which legislation regulating the trade union (a) factories act, 1948 (b) trade union act, 1926 (c) minimum wages act, 1948 (d) payment of wages act, 1936 | K1 | CO3 |
| | 6 | Which is a voluntary organization of workers pertaining to a particular trade, industry or a company and formed to promote and protect their interests and welfare by collective action. (a) companies (b) Trade union (c) joint hindu family (d) sole proprietaryship | K2 | CO3 |
| 4 | 7 | The employments are those which are included in the schedule and are referred to as (a) Scheduled Employments (b) Non Scheduled Employments (c) Over Employments (d) Under Employments | K1 | CO4 |
| | 8 | Which act regulates the payment of wages of certain classes of employed persons. (a) factories act 1948 (b) trade union act 1926 (c) minimum wages act 1948 (d) payment of wages act 1936 | K2 | CO4 |

Cont...

| | | | | |
|---|----|---|----|-----|
| 5 | 9 | The payment of Bonus Act was enacted in (a)1960 (b)1964 (c)1969 (d)1965 | K1 | CO5 |
| | 10 | Which of the following labour legislations is implemented only by the central implementation Machinery? (a) factories act, 1948 (b) trade union act, 1926 (c) Industrial Disputes Act, 1947 (d) Employees's State Insurance Act, 1948 | K2 | CO5 |

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 General duties of occupier. | K2 | CO1 |
| | | (OR) | | |
| | 11.b. | Summarize the Provisions relating to harzardous process. | | |
| 2 | 12.a. | Compare Retrenchment and Closure. | K2 | CO2 |
| | | (OR) | | |
| | 12.b. | Contrast the Penalties regarding strikes and lockouts. | | |
| 3 | 13.a. | Summarize the Rules regarding employer's liability of compensation. | K2 | CO3 |
| | | (OR) | | |
| | 13.b. | Interpret the Registration of trade union. | | |
| 4 | 14.a. | Outline the Rules regarding payment of wages. | K2 | CO4 |
| | | (OR) | | |
| | 14.b. | Summarize the Procedure for fixing and revising minimum wages. | | |
| 5 | 15.a. | Illustrate bonus formula given in the payment of bonus act. | K2 | CO5 |
| | | (OR) | | |
| | 15.b. | Explain the rate of contribution and explain method of calculation.C | | |

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 | Explain the approval, licensing and registration of factories under the Factorial Act,1948. | K3 | CO1 |
| 2 | 17 | Construct the Powers and duties authorities under the industrial dispute Act, 1947. | K3 | CO2 |
| 3 | 18 | Construct the Rights and liabilities of trade union. | K3 | CO3 |
| 4 | 19 | Elaborate about the Deduction of wages. | K4 | CO4 |
| 5 | 20 | Interpret the Benefits available workman under ESI Scheme. | K4 | CO5 |