

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 proprietorship	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 $(5 \times 7 = 35)$

Module No.	Question No.	Question	K Level	CO
1	11.a.	Explain the General duties of occupier. (OR)	K2	CO1
	11.b.	Summarize the Provisions relating to hazardous process.		
2	12.a.	Compare Retrenchment and Closure. (OR)	K2	CO2
	12.b.	Contrast the Penalties regarding strikes and lockouts.		
3	13.a.	Summarize the Rules regarding employer's liability of compensation. (OR)	K2	CO3
	13.b.	Interpret the Registration of trade union.		
4	14.a.	Outline the Rules regarding payment of wages. (OR)	K2	CO4
	14.b.	Summarize the Procedure for fixing and revising minimum wages.		
5	15.a.	Illustrate bonus formula given in the payment of bonus act. (OR)	K2	CO5
	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 $(3 \times 10 = 30)$

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