

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

**PGHRM DEGREE EXAMINATION DECEMBER 2025  
(First Semester)**

Branch – **DIPLOMA IN HUMAN RESOURCE MANAGEMENT**

**LABOUR LEGISLATIONS**

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	The minimum age for apprenticeship under The Apprentice's Act 1961 is---- a) 12 years      b) 14 years      c) 16 years      d) 18 years	K1	CO1
	2	Which of the following is the main objective of labour legislation? a) Maximizing company profit      b) Protecting worker rights c) Improving brand value      d) Enhancing export opportunities	K2	CO1
2	3	Which Act provides welfare measures for workers in tea, coffee, and rubber plantations? a) Shops Act      b) Plantation Labour Act, 1951 c) Mines Act      d) Industrial Employment Act	K1	CO2
	4	Which of the following is NOT a provision under the Factories Act, 1948? a) Cleanliness      b) Working hours c) Leave encashment      d) Safety of machinery	K2	CO2
3	5	Which of the following is the objective of the Tamil Nadu Labour Welfare Fund Act, 1972? a) To fix minimum wages b) To regulate working hours c) To provide welfare measures for workers d) To ban child labour	K1	CO3
	6	Under the Catering Establishment Act, 1958, which welfare facility is generally ensured for employees----- a) Retirement pension      b) Free housing c) Canteen and rest rooms      d) Paid overseas training	K2	CO3
4	7	Under the Payment of Wages Act 1936, wages must be paid to employees before the expiry of----- a) 3 days after wage period      b) 5 days after wage period c) 7 days after wage period      d) 10 days after wage period	K1	CO4
	8	The Equal Remuneration Act 1976 primarily aims to----- a) Equalize wages between men and women for equal work b) Set a minimum wage rate for all workers c) Regulate bonus payments d) Control contract labour	K2	CO4
5	9	Under the Payment of Gratuity Act, 1972, gratuity becomes payable after an employee completes----- a) 1 year of service      b) 3 years of service c) 5 years of continuous service      d) 10 years of service	K1	CO5
	10	The ESI scheme is applicable to employees earning up to a monthly wage ceiling of----- a) ₹15,000      b) ₹18,000      c) ₹21,000      d) ₹25,000	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.	Demonstrate the main objectives of labour legislation in India	K3	CO1
		(OR)		
	11.b.	Examine the welfare measures are mandated for migrant workers under the 1979 Act?		

Cont...

2	12.a.	Explain the key provisions of the Factories Act, 1948 relating to health of workers.	K2	CO2
	(OR)			
	12.b.	Express the process of filing a complaint under the Sexual Harassment of Women at Workplace Act, 2013.		
3	13.a.	Illustrate the objectives and benefits of the Tamil Nadu Labour Welfare Fund Act, 1972.	K3	CO3
	(OR)			
	13.b.	Tabulate the duties and qualifications of welfare officers under the Factories Act, 1948?		
4	14.a.	Investigate the objectives of the Payment of Wages Act, 1936.	K4	CO4
	(OR)			
	14.b.	Analyze the eligibility criteria for receiving bonus under the Payment of Bonus Act, 1965.		
5	15.a.	Identify the key features of the Provident Fund Act 1952 and the Employee's Pension Scheme 1995.	K5	CO5
	(OR)			
	15.b.	Interpret the eligibility criteria and calculation for gratuity under the Payment of Gratuity Act 1972.		

**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	Determine the provisions and significance of Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979	K3	CO1
2	17	Summarize the measures prescribed under the Factories Act, 1948 for ensuring safe working environments.	K2	CO2
3	18	Predict the key welfare measures available to mine workers under the Mines Act, 1952.	K3	CO3
4	19	Illustrate the provisions of the Payment of Wages Act, 1936 related to the mode, time, and deduction of wages.	K4	CO4
5	20	Analyze the various benefits available to employees under the ESI Act, 1948 and how it promotes employee welfare.	K5	CO5

Z-Z-Z END