

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

BCom (CS) DEGREE EXAMINATION MAY 2026
(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	A factory under the Act is defined where workers are employed with power. (i) 5 or more workers (ii) 10 or more workers (iii) 15 or more workers (iv) 20 or more workers	K1	CO1
	2	Who has ultimate control over the affairs of the factory under Factories act, 1948? (i) Occupier (ii) Manager (iii) Chairman (iv) Managing director	K2	CO1
2	3	Which of the following is machinery for the settlement of industrial disputes in India? (i) National Commission on Labour (ii) Wage board (iii) Industrial tribunal (iv) Standing Labour Committee	K1	CO2
	4	The penalty for closing an undertaking without prior notice is _____ (i) Imprisonment up to 6 month or both (ii) Fine up to 5000 rupees (iii) Both imprisonment and Fine (iv) All the above	K2	CO2
3	5	Which year the Trade Union Act was enacted. (i) 1926 (ii) 1930 (iii) 1940 (iv) 1950	K1	CO3
	6	Minimum members required for registration (i) 5 (ii) 7 (iii) 10 (iv) 20	K2	CO3
4	7	Minimum wages revised (i) Every year (ii) 5 years (iii) 10 years (iv) Never	K1	CO4
	8	Who to fix Minimum wages (i) Employer (ii) Government (iii) Union (iv) Bank	K2	CO4
5	9	What is the maximum amount of bonus to be paid in an accounting year as per section 10 of this act? (i) 8.33% (ii) 20% (iii) 10% (iv) 15%	K1	CO5
	10	What is the Employer's share of contribution under the ESI Act? (i) 12% (ii) 8.33% (iii) 1.75% (iv) 4.75	K2	CO5

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 Objectives of Factories Act 1948.	K3	CO1
		(OR)		
	11.b.	Explain Provisions relating to Working Hours.		
2	12.a.	Explain Strikes and Lockouts.	K3	CO2
		(OR)		
	12.b.	Explain Lay-off and Retrenchment.		
3	13.a.	Explain Registration of Trade Union.	K3	CO3
		(OR)		
	13.b.	Explain Employer's Liability for Compensation.		
4	14.a.	Explain Mode of Payment of Wages.	K3	CO4
		(OR)		
	14.b.	Explain Fixation of Minimum Wages.		
5	15.a.	Explain Computation of Bonus.	K3	CO5
		(OR)		
	15.b.	Explain the Benefits under ESI Scheme.		

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 Health, Safety and Welfare Provisions under Factories Act.	K4	CO1
2	17	Explain Authorities for Settlement of Industrial Disputes.	K4	CO2
3	18	Explain Rights and Liabilities of Trade Unions.	K4	CO3
4	19	Explain Deductions from Wages.	K4	CO4
5	20	Explain the Payment of Bonus Act 1965.	K4	CO5

Z-Z-Z

END