

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

**BCora DEGREE EXAMINATION DECEMBER 2017
(Third Semester)**

Branch - COMMERCE (PROFESSIONAL ACCOUNTING)

INDUSTRIAL LAWS

Time ; Three Hours

Maximum : 60 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks (5 x 2 ^ 10)

Write a short notes:

- 1 Define factory under the factories act 1948.
- 2 **What is wages?**
- 3 **What is the main objectives of the employees provident fund act and misc. Provision Act.**
- 4 **When does the employer become liable to the injury caused to an employee ?**
- 5 **Define the term bonus.**

SECTION -B (20 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks (5 x 4 ^ 20)

- 6 a What are the major provisions relating to safety as per the factories act?
OR
b Discuss the rules regarding approval, licencing and registration of factories.
- 7 a Bring out various kinds of deduction which may be made from wages.
OR
b State the procedure for fixing and revising **minimum** wages.
- 8 a **Write in detail about the employee's provident fund scheme.**
OR
b ***• Write a short note about employees' pension scheme.**
- 9 a **What are the circumstances and employee can get gratuity?**
OR'
b **How does literality of employer for compensation in case of occupational disease arises?**
- 10 a What are the conditions for the eligibility of bonus?
OR
b Explain the various powers of the employees state insurance corporations.

PART-C (30 Marks)

Answer any THREE questions

ALL questions carry EQUAL Marks (3 x 10 30)

- 11 State the provisions of factories act with regards to health of the workers.
- 12 **Examine the rules for payment of wages to employees by the employer.**
- 13 Explain the special provisions relating to maintaining of provident fund account by an employer,.
- 14 Explain **the** provisions of payment of **gratuity** act relating to determination and recovery of the amount of **gratuity**.