

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

BBA DEGREE EXAMINATION MAY 2023
(Fifth Semester)

Branch – BUSINESS ADMINISTRATION

INDUSTRIAL LAW

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks (10 x 1 = 10)

- 1 As per factories act 1948, what is the working hours for adult -----
(i) 40 (ii) 54
(iii) 48 (iv) 45
- 2 How many number of employees to be provided for canteen under Factories Act, 1948?
(i) 150 (ii) 250
(iii) 350 (iv) 500
- 3 Which act cover the employer of an employee is liable to pay compensation to the employee if a person insured is caused to the employee by accident arising out of and in the course of employment?
(i) Factories act (ii) Industrial dispute act
(iii) Indian Companies act (iv) Workmen compensation act
- 4 Who contribute to ESIC insurance?
(i) Only employee (ii) Only employer
(iii) Both employer and employee (iv) Government
- 5 What is the present wage limit to be eligible to be covered under employee provident fund and miscellaneous provision act 1952?
(i) Rs.15,000 (ii) Rs. 18,000
(iii) Rs.20,000 (iv) Rs 25,000
- 6 What is the maximum gratuity payable under the act?
(i) 10 lakh (ii) 15 lakh
(iii) 20 lakh (iv) 25 lakh
- 7 Which of the following is not included under the definition of wages given under the payment wages act 1936?
(i) Basic wages (ii) Dearness Allowance
(iii) Incentive (iv) Gratuity
- 8 Find out the bonus act is the outcome of the recommendation made by the -----
(i) Tripartite Commission (ii) State Government
(iii) Central Government (iv) Labour court
- 9 Find the principle of First Come Last Go and Last Come First Go is -----
(i) Lay-off (ii) Dismissal
(iii) Closure (iv) Retrenchment
- 10 What is the minimum number of trade union members requires in registering themselves as a union?
(i) 7 (ii) 10
(iii) 5 (iv) 15

Cont...

SECTION - B (35 Marks)

Answer ALL Questions

ALL Questions Carry EQUAL Marks

(5 x 7 = 35)

- 11 a. Explain the provisions for health under the factories act 1948.
OR
b. State the restrictions imposed by the factories act 1948 on the employment and work of women in a factory.
- 12 a. Describe the rules regarding workmen's compensation act.
OR
b. Evaluate the powers of the ESI Corporation.
- 13 a. Examine the Contribution of Employee under Employees provident fund act.
OR
b. Enumerate the scope and coverage of payment of Gratuity act.
- 14 a. List the rules regarding payment of wages.
OR
b. When is an employee disqualified from receiving bonus? Explain the conditions for eligibility of bonus.
- 15 a. Recall the term Strike, Lay-off and Retrenchment.
OR
b. Describe the functions of trade union.

SECTION - C (30 Marks)

Answer any THREE Questions

ALL Questions Carry EQUAL Marks

(3 x 10 = 30)

16. Analyse are the welfare measure under factories act 1948.
17. Mention the different types of benefits provided by the ESI Act.
18. Examine the maternity benefit act and its Coverage.
19. Discuss the various deduction from wages under payment of wages act.
20. Evaluate the problems of trade unions.

Z-Z-Z

END