

PSG COLLEGE OF ARTS & SCIENCE  
(AUTONOMOUS)

PGDHRM DEGREE EXAMINATION DECEMBER 2023  
(First Semester)

Branch - PG DIPLOMA IN HUMAN RESOURCE MANAGEMENT

**LABOUR WELFARE**

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	Labour aims at primary factor of _____. (a) Industrial Growth (b) Productivity (c) Production (d) Economic Development	K1	CO1
	2	_____ recognizes the fact that both employers and workers are responsible for labour welfare. (a) Integration (b) Social liability of Industry (c) Impact on Efficiency (d) Responsibility	K2	CO1
2	3	Under the Child labour (Prohibition and Regulation) Act up to which age children have been prohibited from being employed in any work. (a) 13 years (b) 14 years (c) 15 years (d) 16 years	K1	CO2
	4	Which type of unemployment increases during a recession or depressions? (a) Seasonal Unemployment (b) Cyclical Unemployment (c) Structural Unemployment (d) Frictional Unemployment	K2	CO2
3	5	The concept of five-years plans in the constitution of India is borrowed from _____. (a) Russia (b) England (c) The United States (d) Germany	K1	CO3
	6	Canteen facility has to be provided in the industry which employs _____ or more workers. (a) 150 (b) 250 (c) 300 (d) 500	K2	CO3
4	7	Labour legislation is that body of _____ enactments and judicial principles. (a) Moral (b) Legal (c) Social (d) Ethical	K1	CO4
	8	Which one of the following is a principle of labour legislation? (a) Participation (b) Communication (c) Social Security (d) Self determination	K2	CO4
5	9	The maximum amount of gratuity under payment of gratuity act is _____. (a) Rs.3,00,000 (b) Rs.3,50,000 (c) Rs.3,75,000 (d) Rs 4,00,000	K1	CO5
	10	Social security provided by a 'means test' is called: (a) Social Insurance (b) Mutual Insurance (c) Social Assurance (d) Social Assistance	K2	CO6

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**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.	Compose the characteristics of Indian Labour.	K6	1
	(OR)			
	11.b.	Formulate the concept of Labour Code in 2023.		
2	12.a.	Demonstrate the problems of Indian Labour.	K2	2
	(OR)			
	12.b.	Classify the problems of unorganized labour.		
3	13.a.	Analyze the determinants of efficiency of labour.	K4	3
	(OR)			
	13.b.	Inspect the labour in five year plan.		
4	14.a.	Outline the health provisions of factories act 1948.	K2	4
	(OR)			
	14.b.	Is Maternity Benefit Act applicable to private companies?		
5	15.a.	Explain the benefits of ESI Act, 1948.	K5	5
	(OR)			
	15.b.	Assess the components of wages under Labour Law in India.		

**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	Examine the modern approach to labour welfare by incorporating social work methodology.	K4	1
2	17	Determine the recommendations of major commissions on Labour and employment.	K5	2
3	18	Elaborate the recommendations made by National Commission of labor in improving the effectiveness of collective bargaining.	K6	3
4	19	Trace out the evolution of labour welfare legislation in India.	K7	4
5	20	Explain the provision for 'set-on" and 'set-off' in the Payment of Bonus Act, 1965. Why has such a provision been made in the Act?	K5	5