

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

BCom DEGREE EXAMINATION MAY 2022
(Fourth Semester)

Branch – COMMERCE(COST AND MANAGEMENT ACCOUNTING)

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 The first Factories Act was enacted in _____
(i) 1881 (ii) 1895 (iii) 1897 (iv) 1885
- 2 A person who has ultimate control over the affairs of the factory under Factories Act, 1948 is called as _____
(i) Manager (ii) Occupier
(iii) Chairman (iv) Managing Director.
- 3 Employees' Provident Funds Appellate Tribunal was constituted under Section _____ the this act.
(i) 7C (ii) 6A (iii) 7D (iv) 6D
- 4 What is the present wage limit to be eligible to be covered under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952?
(i) Rs. 6,000 (ii) Rs. 6,500 (iii) Rs. 15,000 (iv) Rs. 12,500
- 5 Under Workmen's Compensation Act 1923, employer shall not be liable to pay compensation in respect of any injury which does not result in the total or partial disablement of the workman for a period exceeding _____ days;
(i) 7 (ii) 3 (iii) 5 (iv) 2
- 6 Medical care is provided to retired and permanently disabled insured persons and their spouses on payment of a token annual premium of _____
(i) Rs.75/- (ii) Rs.125/- (iii) Rs.100/- (iv) Rs.120/-
- 7 The ceiling on wage or salary for calculation of Bonus under the Payment of Bonus Act 1965 is _____
(i) Rs. 2,500 (ii) Rs. 3,500 (iii) Rs. 4,500 (iv) Rs. 6,500
- 8 The eligibility condition for obtaining gratuity under the Payment of Gratuity Act, 1972 is _____
(i) Completion of 2 years of Service (ii) Completion of 3 years of Service
(iii) Completion of 4 years of Service (iv) Completion of 5 years of Service
- 9 The maximum wage period or payment of wages to employees by employer should not exceed _____
(i) 45 days (ii) 15 days (iii) 30 days (iv) 60 days
- 10 Statutory Minimum wage is fixed under _____
(i) Payment of Wages Act, 1936 (ii) Equal Remuneration Act, 1976
(iii) Workmen's Compensation Act, 1923 (iv) Minimum Wages Act, 1948

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SECTION - B (35 Marks)Answer **ALL** Questions**ALL** Questions Carry **EQUAL** Marks (5 x 7 = 35)

- 11 (a) Write the powers of Inspector prescribed in the Factories Act 1948.
(OR)
(b) Explain the welfare measures provided by the Factories Act 1948.
- 12 (a) Explicate the main features of Employee Deposit linked Insurance Scheme.
(OR)
(b) Write different types of schemes provided under employees Provident fund and Miscellaneous Provision Act.
- 13 (a) Explain the powers and duties of employees State Insurance Corporation.
(OR)
(b) What is Compensation? Explain Distribution of Compensation under Workmen's compensation Act 1923.
(OR)
- 14 (a) State the rules regarding compulsory Insurance and Nomination Procedure under Gratuity.
(OR)
(b) Elucidate the Provision for determination of Bonus under Payment of Bonus Act 1965.
- 15 (a) Explain the procedure for fixing of minimum wages under minimum wages Act 1948.
(OR)
(b) List out the rules with regard to the responsibility for payment of wages Act 1936.

SECTION - C (30 Marks)Answer any **THREE** Questions**ALL** Questions Carry **EQUAL** Marks (3 x 10 = 30)

- 16 Elaborate the procedure regarding working hours and annual leave with wages under Factories Act 1948.
- 17 State the scope and object of employees Provident fund Act 1952.
- 18 Write the statutory requirement for Workmen's Compensation Act 1923.
- 19 State the rules as to determination and recovery of the amount of gratuity under payment of Gratuity Act 1972.
- 20 Describe the rules for payment of wages under Minimum Wages Act 1948.

Z-Z-Z

END