

(FOR THE CANDIDATES ADMITTED

SUBJECT CODE **24 PCO 209**

DURING THE ACADEMIC YEAR 2024-25 ONLY)

REG.NO.

N.G.M.COLLEGE (AUTONOMOUS) : POLLACHI

END-OF-SEMESTER EXAMINATIONS : MAY – 2025

M.Com.

MAXIMUM MARKS: 75

II SEMESTER

TIME : 3 HOURS

INDUSTRIAL LAW

SECTION – A

(10 X 1 = 10 MARKS)

ANSWER THE FOLLOWING QUESTIONS.

(K1)

MULTIPLE CHOICE QUESTIONS.

1. As per the Factories Act , who is the person has the ultimate control over the affairs of the factory?
 - a) Manager
 - b) Owner
 - c) Director
 - d) Occupier
2. By whom initiated the Textile labour Association?
 - a) Lokmanya
 - b) Mahatma Gandhi
 - c) BP Wadia
 - d) Annie Besant
3. What is the mode of paying bonus to the employees as specified in the Bonus Act 1965?
 - a) Cash
 - b) Demand draft
 - c) Account transfer
 - d) In kind
4. In which benefit Employee State Insurance Act 1948 does not provide>
 - a) Sickness profit
 - b) Children Allowance
 - c) Unemployment Allowance
 - d) Disablement benefit
5. Gratuity is payable to an employee who has rendered continuous service of at least how many years?
 - a) 2 years
 - b) 3 years
 - c) 5 years
 - d) 10 years

ANSWER THE FOLLOWING IN ONE (OR) TWO SENTENCES.

(K2)

6. Define Factory.
7. Who is a Workman according to the Trade Union Act?
8. What is 'salary' or 'wage'?
9. What is meant by "disablement"?
10. Interpret any two objective of the Payment of Gratuity Act, 1972.

(CONTD 2)

SECTION – B**(5 X 5 = 25 MARKS)****ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS. (K3)**

11. a) Describe briefly health, safety and welfare measures adopted under the Factories Act, 1948.
(OR)
b) Discover the main provisions of the Child Labour Act and its impact on the employment of children in India.
12. a) List the characteristics of a Trade Union.
(OR)
b) Interpret how does the Industrial Disputes Act deal with lay-offs and retrenchment.
13. a) State the objectives of the Bonus Act and mention to whom it is applicable.
(OR)
b) Describe the Time and Mode of payment of wages, Act.
14. a) Examine different types of benefits provided by the Employees State Insurance Act 1948.
(OR)
b) Discover any three schemes introduced under PF Act.
15. a) Examine the conditions for claiming gratuity amount.
(OR)
b) Interpret the objectives of the Industrial Employment (Standing Orders) Act, 1946

SECTION – C**(5 X 8 = 40 MARKS)****ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS.****(K4 (Or) K5)**

16. a) Point out the limitations and weakness of the Factory Act 1948.
(OR)
b) Analyze the statutory conditions prescribed for employment of money.
17. a) Determine the role and powers of the registrar under the Trade Unions Act.
(OR)
b) Classify the main types of industrial disputes recognized under the Industrial Disputes Act.
18. a) Analyze the provisions relating to minimum bonus, maximum bonus and time limit for payment of bonus.
(OR)
b) Discuss any ten deductions authorized under the payment of Wages Act 1936.
19. a) Enumerate the functions of the Employees State Insurance Act 1948.
(OR)
b) Evaluate the compensation provision for partial disability under the Workmen's compensation Act.
20. a) Determine the salient features of the payment of Gratuity Act 1972.
(OR)
b) Discuss the powers of the Central Government under the Environmental Protection Act, 1986.