

(FOR THE CANDIDATES ADMITTED

SUBJECT CODE

25 PCO 209

DURING THE ACADEMIC YEAR 2025-26 ONLY)

REG.NO. :

N.G.M.COLLEGE (AUTONOMOUS) : POLLACHI
END-OF-SEMESTER EXAMINATIONS : MAY– 2026

M.Com.

MAXIMUM MARKS: 75

II SEMESTER

TIME : 3 HOURS

PART – III

INDUSTRIAL LAW

SECTION – A

(10 X 1 = 10 MARKS)

ANSWER THE FOLLOWING QUESTIONS.

(K1)

1. Which is the maximum working hours per week for an adult worker?
a) 40 b) 48 c) 54 d) 60
2. In Which year the Trade Unions Act was enacted?
a) 1920 b) 1924 c) 1926 d) 1930
3. Who is vested with the authority to fix minimum wages?
a) Appropriate Government b) Trade union c) Employer d) Labour Court
4. Which is not a type of disablement?
a) Partial b) Temporary c) Permanent d) Voluntary
5. When the time , the Gratuity is payable?
a) Resignation only b) Retirement, resignation or death c) Dismissal only d) Strike

ANSWER THE FOLLOWING IN ONE (OR) TWO SENTENCES.

K2

6. Who is a child under the Factories Act?
7. Define a trade union.
8. What is available surplus?
9. Mention any two benefits under ESI Act.
10. Define gratuity.

SECTION – B

(5 X 5 = 25 MARKS)

ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS. (K3)

11. a) Classify various health provisions under the Factories Act, 1948.

(OR)

- b) Explain the employment of women workers under the Factories Act.

12. a) Summarize the conditions for retrenchment.

(OR)

- b) Differentiate between retrenchment and lay-off.

(CONTD 2)

13. a) Explain the eligibility for payment of bonus.
(OR)
b) Describe the procedure for fixing minimum wages.
14. a) Discuss the types of disablement under the Act.
(OR)
b) List the scope and application of the EPF Act.
15. a) Explain the method of calculation of gratuity.
(OR)
b) Outline the contents of standing orders.

SECTION – C

(5 X 8 = 40 MARKS)

ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS.(K4/K5)

16. a) Analyze the powers and functions of factory inspectors under the Factories Act, 1948.
(OR)
b) Critically examine the Child Labour Act, 1986 along with Child Labour Rules, 1988.
17. a) Explain the objectives and importance of the Trade Unions Act, 1926.
(OR)
b) Classify the provisions relating to strike and lockout under the Industrial Disputes Act, 1947.
18. a) Interpret the eligibility, minimum and maximum bonus payable under the Payment of Bonus Act.
(OR)
b) Discuss the salient features and importance of the Minimum Wages Act, 1948.
19. a) Explain the employer's liability and non-liability for compensation.
(OR)
b) Assess the concept of Employees' State Insurance Act, 1948.
20. a) Explain in detail the Payment of Gratuity Act, 1972.
(OR)
b) Point out the powers of the Central Government under the Environment Protection Act.