

SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN
(AUTONOMOUS)

(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)
Chromepet, Chennai - 600 044.

B.Com. CS- END SEMESTER EXAMINATIONS - APRIL 2025

SEMESTER - VI

24UBCCT6018 - Industrial Law

Total Duration : 2 Hrs.30 Mins.

Total Marks : 60

Section B

Answer any **SIX** questions ($6 \times 5 = 30$ Marks)

1. Outline the key provisions of the Factories Act, 1948, related to worker welfare.
2. Illustrate the process of fixing minimum wages under the Minimum Wages Act, 1948.
3. Apply the principles of Employees' State Insurance Act, 1948, to determine the benefits available to employees.
4. Explain the major provisions of the Payment of Bonus Act, 1965, with examples.
5. Describe the penalties and procedures under the Payment of Wages Act, 1936.
6. Solve a case study on retrenchment and closure under the Industrial Disputes Act, 1947.
7. Interpret the scope of Provident Fund benefits under the Employees' Provident Fund Act, 1952.
8. Justify the significance of bonus payment regulations in industrial relations.

Section C

Answer any **THREE** questions ($3 \times 10 = 30$ Marks)

9. Compute the working hours and leave provisions for workers under the Factories Act, 1948.
10. Classify the different wage structures established under the Minimum Wages Act, 1948.
11. Distinguish between strikes and lockouts under the Industrial Disputes Act, 1947, and determine their impact on labor relations.
12. Relate the applicability and exemptions of the Employees' State Insurance Act, 1948, to modern industrial scenarios.
13. Evaluate the effectiveness of the Payment of Bonus Act, 1965, in ensuring fair wages for employees.
