

Roll.No.

24PHRCT2007

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.

M.A.HRM - END SEMESTER EXAMINATIONS - NOVEMBER 2025
SEMESTER - II

24PHRCT2007 - Labour Legislations - I

Total Duration : 2 Hrs. 30 Mins.

Total Marks : 60

Section B

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

1. State 5 principles of Labour Laws.
2. Explain the safety provisions of Factories Act 1948.
3. Apply the provisions of the Industrial Disputes Act, 1947 to resolve a conflict between management and employees in a factory.
4. Illustrate how the Minimum Wages Act, 1948 protects workers from exploitation.
5. Describe the main benefits provided to employees under the Employees' State Insurance Act, 1948.
6. Relate the emergence of Industrial Jurisprudence to the socio-economic environment of India.
7. Sketch the important provisions of the Factories Act, 1948 regarding health and safety of workers.
8. Apply the provisions of the Industrial Disputes Act, 1947 to resolve a conflict between management and employees in a factory.

Section C

I - Answer any **TWO** questions ($2 \times 10 = 20$ Marks)

9. Interpret the objectives and principles of Labour Laws in the context of Industrial Jurisprudence.
10. Solve a case situation involving violation of the provisions of the Contract Labour (Regulation and Abolition) Act, 1970.
11. Examine the major causes of industrial disputes and discuss how the Industrial Disputes Act, 1947 provides mechanisms for their settlement.
12. Appraise the importance of the Equal Remuneration Act, 1976 in promoting gender equality in the workplace.

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II - Compulsory question (1 × 10 = 10 Marks)

13. Determine how various social security legislations such as the Employees' Provident Fund Act, the Employees' State Insurance Act, and the Payment of Gratuity Act collectively safeguard the welfare of workers in India.
