PG Even Semester Exam, May 2025

Commerce

4th Semester

COURSE NO. COM – 653 HR

[Social Security and Labour Legislation]

Full Marks : 70
Pass Marks : 28

Time : 3 hours

The figures in the margin indicate full marks for the questions

Answer five questions, taking one from each Unit

UNIT-I

1. Delineate the need for social security measures. Discuss the pertinent social security laws of India stating its objectives, coverage eligibility and benefits. 5+9=14

2. Explain the concept of labour welfare. Discuss the historical development of labour welfare in India. 5+9=14

UNIT-II

3. Explain the objectives of Factories Act, 1948. Delineate the provisions regarding health and safety under the Factories Act, 1948. 4+10=14

Turn over

4. Explain the objectives, applicability, fixation and revision of minimum rates of wages under the Minimum Wages Act, 1948. 3+4+7=14

UNIT-III

5. Enumerate the objectives and applicability of the Trade Unions Act, 1926. Also highlight the provisions of registration and re-registration of a trade Union under the Act. 3+1+5+5=14

6. Write short notes on any two of the following: 7+7=14
   a. Settlement
   b. Lay off
   c. Retrenchment

UNIT-IV

7. Discuss in detail the various provisions of Workmen Compensation Act, 1923. 14

8. Explain in detail the objectives applicability and various provisions of the Payment of Gratuity Act, 1972. 14

UNIT-V

9. Highlight the objectives, features and main provisions of the Industrial Employment (Standing orders) Act, 1957. 14

10. State the objectives of the payment of Wages Act, 1936. Also explain briefly the various authorized deduction that can be made under the Payment of Wages Act, 1936. 4+10=14

★★★

PG Even Semester Exam, May 2025

Commerce

4th Semester

COURSE NO. COM – 653 HR

[Social Security and Labour Legislation]

Full Marks : 70
Pass Marks : 28

Time : 3 hours

The figures in the margin indicate full marks for the questions

Answer five questions, taking one from each Unit

UNIT-I

1. Delineate the need for social security measures. Discuss the pertinent social security laws of India stating its objectives, coverage eligibility and benefits. 5+9=14

2. Explain the concept of labour welfare. Discuss the historical development of labour welfare in India. 5+9=14

UNIT-II

3. Explain the objectives of Factories Act, 1948. Delineate the provisions regarding health and safety under the Factories Act, 1948. 4+10=14

Turn over

4. Explain the objectives, applicability, fixation and revision of minimum rates of wages under the Minimum Wages Act, 1948. 3+4+7=14

UNIT-III

5. Enumerate the objectives and applicability of the Trade Unions Act, 1926. Also highlight the provisions of registration and re-registration of a trade Union under the Act. 3+1+5+5=14

6. Write short notes on any two of the following: 7+7=14
   a. Settlement
   b. Lay off
   c. Retrenchment

UNIT-IV

7. Discuss in detail the various provisions of Workmen Compensation Act, 1923. 14

8. Explain in detail the objectives applicability and various provisions of the Payment of Gratuity Act, 1972. 14

UNIT-V

9. Highlight the objectives, features and main provisions of the Industrial Employment (Standing orders) Act, 1957. 14

10. State the objectives of the payment of Wages Act, 1936. Also explain briefly the various authorized deduction that can be made under the Payment of Wages Act, 1936. 4+10=14

★★★