

**STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 86**  
**(For candidates admitted from the academic year 2023 – 2024)**

**M.A. DEGREE EXAMINATION, NOVEMBER 2023**  
**DEPARTMENT OF HUMAN RESOURCE MANAGEMENT**  
**FIRST SEMESTER**

**COURSE : MAJOR CORE**  
**PAPER : LABOUR LEGISLATIONS**  
**SUBJECT CODE: 23HR/PC/LL14**  
**TIME : 3 HOURS**

**MAX. MARKS: 100**

<b>Q. No.</b>	<b>SECTION A</b> <b>Answer ALL in 50 words</b> <b>(10x2= 20 marks)</b>	<b>CO</b>	<b>KL</b>
1	What are the needs for labor legislation?	1	1
2	What is Article 16 & 19 of Indian Constitution?	1	1
3	Define the ILO.	1	1
4	List the labor legislation codes in India.	1	1
5	Define the terms child, adolescent, and adult.	1	1
6	Under the Sexual Harassment of Women at Workplace Act of 2013, who is considered a "aggrieved woman"?	2	2
7	Contrast an employee with a contract worker.	2	2
8	Explain the penalty that an employer faces if he or she fails to submit draft standing orders as required by Section 3 of the Industrial Employment (Standing Orders) Act of 1946.	2	2
9	Tell about the most recent amendments to the Employees State Insurance Act of 1948.	2	2
10	What is the formula for calculating gratuity amounts and what is the maximum gratuity sum that may be paid to an employee?	2	2
<b>Q. No.</b>	<b>SECTION B</b> <b>Answer any TWO questions from each K level not exceeding 600 words.</b> <b>(4x10=40 marks)</b>	<b>CO</b>	<b>KL</b>
11	Explain the directive principles of State Policy.	3	3
12	Identify the structure and functions of ILO.	3	3
13	Identify the various provisions listed under Factories Act, 1948	3	3
14	Contrast on the overview of Maternity Benefit Act, 1961	3	4
15	Analyze on Sexual Harassment of Women at Workplace Act, 2013	3	4
16	List out and explain the main features compiled under Codes of Labour Legislations in India.	3	4
<b>Q. No.</b>	<b>SECTION C</b> <b>Answer any ONE question from each K level</b> (2x20 = 40 marks)	<b>CO</b>	<b>KL</b>
17	Explain the history of Labour Legislation.	4	5
18	Enumerate the benefits of Employees State Insurance Act of 1948.	4	5

19	<p>A medium-sized manufacturing company, Hi-Tech Manufacturing Inc., was facing increasing challenges related to workplace injuries and employee compensation. The company's manual compensation process lacked transparency and was often delayed, leading to discontent among employees.</p> <p>Analyse the key features of the Employees Compensation Act of 1923.</p>	5	6
20	<p>In a manufacturing plant in 2022, an industrial dispute erupted between the workers' union and management regarding wage disparities and working conditions. The workers demanded fair wages and improved safety measures, while management argued for cost control. Fearing a prolonged strike, both parties opted for mediation under the Industrial Disputes Act, 1947.</p> <p>Discuss the different authorities engaged in resolving disputes under the Industrial Disputes Act.</p>	5	6

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