

Name : _____
Reg. No. _____

P 1025



LOYOLA COLLEGE OF SOCIAL SCIENCES

(AUTONOMOUS)

(ESTD.1963)

Affiliated to University of Kerala
Accredited with A++ by NAAC

Sreekariyam, Thiruvananthapuram, Kerala.

SECOND SEMESTER MA (HUMAN RESOURCE MANAGEMENT) EXAMINATION, JULY 2025 (2024 ADMISSIONS)

HR 521: FUNDAMENTALS OF LABOUR LAW

Time 3 hours

Max: 75 Marks

Nos.	Part A: Write Short notes on the following: Answer ANY TEN Questions in not exceeding 50 words. Each carries 2 marks	Course Outcome	Blooms Level	Marks
Q1	Discuss the significance of Directive Principles of State Policy.	CO1	Understand	2
Q2	Identify the Constitutional basis of social security in India.	CO1	Understand	2
Q3	Discuss any three objectives of labour laws in India.	CO1	Understand	2
Q4	Discuss the concept of notional extension of time and place of employment.	CO3	Understand	2
Q5	Explain voluntary welfare measures.	CO5	Understand	2
Q6	Explain the role of an Occupier of a Factory.	CO5	Understand	2
Q7	Mention any two types of employee grievances.	CO2	Remember	2
Q8	Discuss the grounds in which gratuity can be forfeited.	CO3	Understand	2
Q9	Define 'contract labour'.	CO5	Remember	2
Q10	Discuss the role of the State Government in labour administration.	CO1	Understand	2
Q11	Define 'Misconduct' with one example.	CO2	Understand	2
Q12	Explain the importance of principles of natural justice in domestic enquiry.	CO2	Evaluate	2
Q13	Explain 'Model Standing Order'.	CO4	Understand	2
	Part B : Answer ANY FIVE out of the EIGHT questions in not exceeding 500 words	Course Outcome	Blooms Level	Marks
Q14	Discuss the evolution of labour laws in India with reference to colonial and post-independence periods.	CO1	Understand	5
Q15	Evaluate the effectiveness of welfare measures for female workers in India enlisted under various labour legislations which are adopted by employers.	CO5	Evaluate	5
Q16	Discuss the challenges in implementing child labour prohibition laws in India.	CO5	Understand	5

Q17	Evaluate the effectiveness of labour welfare boards in promoting worker wellbeing.	CO2	Evaluate	5
Q18	Explain the significance of the Employees' Compensation Act, 1923.	CO4	Understand	5
Q19	Illustrate the various benefits extended to expecting mothers under the Maternity Benefit Act, 1961.	CO3	Understand	5
Q20	Discuss the provisions of the Payment of Gratuity Act, 1972.	CO4	Understand	5
Q21	Explain the types and causes of industrial disputes.	CO2	Understand	5
	Part C: Answer ANY TWO questions out of FOUR in not exceeding 1200 words	Course Outcome	Blooms Level	Marks
Q22	Discuss the purpose and procedure of grievance redressal mechanisms.	CO2	Understand	15
Q23	Describe the evolution of Labour Laws in India.	CO1	Understand	15
Q24	Critically appraise the role and effectiveness of various dispute settlement machineries in India, (such as conciliation, arbitration, and adjudication), in maintaining industrial harmony.	CO3	Analyse	15
Q25	Critically examine the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 as a social security legislation.	CO4	Analyse	15