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C/16/MBA/4th Seme. (O) /HR-402

OLD

2016

M B A

4th Semester Examination

Subject : COMPENSATION MANAGEMENT

(Specialization : Human Resource Management)

PAPER—HR-402

Full Marks : 100

Time : 3 Hours

The figures in the right-hand margin indicate full marks.

Candidates are required to give their answers in their own words as far as practicable.

Illustrate the answers wherever necessary.

Write the answers to Questions of each Half in separate books.

(First Half)

(Marks : 50)

1. Answer any four of the following questions : 4×5

(a) Describe the factors affecting wages of employees in an organisation.

(b) What are fringe benefits ?

(Turn Over)

- (c) What is Halsey Wage Plan ?
- (d) What are the different theories of wages ?
- (e) Define need-based wage.
- (f) What is meant by Dearness Allowance ?

2. Answer any *two* of the following : 2×10

- (a) Discuss the role of incentives in increasing productivity. What are the various types of wage incentive plans ?
- (b) What in your opinion should be the scope of labour welfare activities ? Briefly state how can accidents be checked.
- (c) What are Social Security Schemes ? Which laws in India provide for these schemes ?

[Internal Assessment : 10 Marks]

(Second Half)

(Marks : 50)

3. Answer any *four* questions of the following : 4×5
- (a) What is the effect of incentives on productivity?
Explain any two incentive wage plans.
 - (b) Explain whether an employer is bound to pay the minimum wage even when the business is running at a loss.
 - (c) Explain whether retrenchment compensation and gratuity are deemed to be the 'wages' under the Payment of Wages Act, 1936.
 - (d) State the objects of Equal Demeruration Act, 1976.
 - (e) When can the employer be exempted from the liability to pay minimum wages under Minimum Wages Act, 1948 ?
 - (f) Explain the provisions with reference to agreement for bonus under a different formula.
4. Answer any *two* questions of the following : 2×10
- (a) Can the unpaid and time-barred bonus be recovered?
How can the dispute regarding bonus be taken up by the Labour Court ?

- (b) 'A' an unmarried daughter lives with his father B and C, a married daughter lives with her husband. Both A & C are employed by B father of the girls in a scheduled employment A & C both prefer their claim for Payment of minimum rates of wages. Will they succeed ?
- (c) What do you mean by 'same work' or 'work of similar nature'? What are the duties of the employer to pay equal remuneration to men and women worker for the same work or work of similar nature under the Equal Remuneration Act. 1976.

[Internal Assessment : 10 Marks]
