

2018

MBA

3rd Semester Examination

COMPENSATION MANAGEMENT

(Specialisation : Human Resource Management)

PAPER—HR-302/306

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.

Answer All questions.

1. Answer any *eight* questions :

8×5

(a) What do you mean by frugal comfort ?

(Turn Over)

- (b) Distinguish between minimum wage and need-based minimum wage.
- (c) Give five examples of tax free perquisites.
- (d) Distinguish between fringe benefits and perquisites.
- (e) Write a note on 'Priestman plan'.
- (f) Mention the computation procedure of dearness allowance.
- (g) Discuss the modus operation of wage differentials.
- (h) What do you mean by academic grade pay ?
- (i) Discuss the recent tax slab for the computation of tax.
- (j) Mention various wage related legislations and the year of implementation.
- (k) Define the term 'labour welfare' as per ILO.

(l) Mention various components of remuneration.

2. Answer any *four* questions : 4×10

(a) Complete the earning and effective rate from the following information as per Halsey scheme.

Actual time 6 hrs, Standard time 8 hrs, Hourly rate Rs. 30.

(b) Compute need-based minimum wage from the following information:

For 3000 calorie, required amount is Rs. 150. The price of cloth is Rs. 300 per yard. Rent for housing is Rs. 36000 per year.

(c) Discuss various theories of wages.

(d) Briefly describe the factors influencing wage and salary.

(e) Discuss recent trends in compensation management.

- (f) Prepare a salary slip of an employee with hypothetical figures.

[Internal Assessment : 20 Marks]
