

**2016**

**MBA**

**3rd Semester Examination**

**HUMAN RESOURCE DEVELOPMENT**

**(Specialisation : Human Resource Management)**

**PAPER—HR-302**

*Full Marks : 100*

*Time : 3 Hours*

*The figures in the margin indicate full marks.*

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

*Illustrate the answers wherever necessary.*

1. Answer any *eight* questions : 8×5
- (a) Distinguish between wage and incentive.
- (b) What is fringe benefit ? Give examples. 3+2
- (c) What do you mean by individual equity principle ?

*(Turn Over)*

- (d) Establish the relationship between real wage and money wage.
- (e) Discuss the role of wage board in wage fixation.
- (f) Give five examples of modern benefit schemes.
- (g) State the objectives of executive remuneration.
- (h) Differentiate between minimum wage and living wage.
- (i) Define 'wage' and 'salary' with suitable example.
- (j) How does 'time rate system' differ from 'piece rate system'?
- (k) What are the objectives of wage and salary administration?
- (l) Explain need based pay with example.

2. Answer any *four* questions : 4×10

- (a) Discuss the factors influencing wage and salary administration.
- (b) Explain in brief the components of executive compensation.
- (c) Discuss important theories of compensation.

- (d) Make a comparison between Halsey and Rowan plan with a suitable example.
- (e) Point out the methods used to evaluate jobs. Also discuss the main differentiating points between Ranking Method and Point Method. 2+8
- (f) Write short notes on (any two) :
- (i) Wage differentials ;
  - (ii) Bi-partite Negotiations ;
  - (iii) Pay transparency.

**[ Internal Assessment : 20 ]**

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