

MBA 3rd Semester Examination, 2019

MBA

(Compensation Management)

PAPER – MBA-308

Full Marks : 100

Time : 3 hours

The figures in the right hand margin indicate marks

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

Illustrate the answers wherever necessary

GROUP – A

Answer any eight questions : 2 × 8

1. What do you mean by wage ?
2. Distinguish between white collar employee and blue collar employee.

3. State any two objectives of wage and salary administration.
4. Distinguish between unemployment and underemployment.
5. What do you mean by Fringe Benefits ?
6. Give two examples of taxable perquisites.
7. What do you mean by need-based minimum wage ?
8. What is perquisites ?
9. What do you mean by grade pay ?
10. Mention the objectives of pay commission.
11. What is the meaning of incentive ?
12. Mention any two wage related legislations in India.

GROUP – B

Answer any **eight** questions :

4 × 8

13. Explain 'Iron Law of Wage' theory.

14. Mention the criteria for fixing minimum wage.
15. What are the objectives of job evaluation ?
16. How fair wage is different from minimum wage ?
17. Write a note on surplus value theory in wage.
18. What do you mean by occupational wage differentials ?
19. Mention the methods of establishing compensation in HRM.
20. What is the implication of individual equity principle in wage and salary administration ?
21. Explain the meaning of organizational incentive.
22. Explain piece rate system of wage payment.
23. Mention the recent tax slab for the computation of tax.
24. Write a note on 'scanlan plan'.

GROUP – C

Answer any **four** questions : 8 × 4

25. Discuss internal and external principles in wage and salary administration.
26. How wage is determined under need based wage ?
27. Discuss the factors which influence wage and salary.
28. Make a comparison between Halsey and Rowan incentive plans.
29. Rate per hour = Rs. 1.50 / Hour
Time allowed for job = 20 hours
Time taken = 15 hours

Calculate the total earnings of the worker under the Halsey plan. Also find out effective rate of earning.

30. Design a model pay slip of a Salaried employee.

[*Internal Assessment* – 20 marks]
