

MBA, 3rd Semester Examination, 2024

MBA

(Compensation and Rewards Management)

PAPER — MBA-308D

Full Marks : 100

Time : 3 hours

Answer all questions

The figures in the right hand margin indicate marks

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

GROUP—A

Answer any eight questions from the following :

5 × 8

- 1. What are the Limitations of wage determination in economic theories ?**

(Turn Over)

2. Write the differences between Halsey Plan and Rowan plan in relation to the calculation of bonus with example.
3. Discuss fixation of Wage Period according to Sec 4 of the Payment of Wages Act, 1936.
4. What do you mean by 'Remuneration' according to the Equal Remuneration Act, 1976 ? Write the objectives of the Equal Remuneration Act, 1976. 2 + 3
5. Is the employer liable to pay minimum bonus even in case of loss in the establishment, according to the Payment of Bonus Act, 1965 ?
6. Write a short note on "Dearness Allowance".
7. What are the objectives of providing fringe benefits ?
8. 'Job evaluation is the ranking of job not the job holder'. Comment.

9. What are the objectives of performance appraisal ?
10. What are the requirements of a sound Incentive Plan ?
11. What are the determinants of wage fixation ?
12. What is the Emerson's Efficiency Plan for time-based incentive plan ?

GROUP-B

Answer any **four** questions : 10 × 4

13. Briefly explain the Bargaining Theory of wages and Subsistence Theory of wages.
14. (a) Describe the various methods for fixation and revision of minimum wages under the Minimum Wages Act, 1948.

(b) What do you mean by “wage” under the Minimum Wages Act, 1948. 7 + 3

- 15. Discuss the various deductions from the wage that are authorized under the Payment of Wages Act, 1936.**
- 16. Discuss the differences between qualitative and quantitative methods of job evaluation.**
- 17. Give an outline of the nature and composition of Indian labour force.**
- 18. Consider the following information for a work in a factory :**
- | | |
|----------------------------------|-----------------------------|
| (a) Weekly working hours- | 48 hours |
| (b) Wage rate per hour- | Rs. 8.50 |
| (c) Piece rate per unit- | Rs. 4.00 |
| (d) Normal time taken- | 24 minutes per piece |

- (e) Normal output per week- 120 pieces
(f) Actual output per week- 150 pieces
(g) Differential piece- 80% of piece rate when
output is below normal
and 120% of piece rate
when output is above
normal

You are required to find out the earnings of a worker for a week under :

- (i) Taylor's Differential Piece Rate;
(ii) Hasley Premium Scheme (50% sharing);
(iii) Rowan Premium Scheme.

[Internal Assessment – 20 Marks]

