



Reg. No. :

Name :

Fourth Semester M.A. Degree Examination, July 2012
(New Scheme – 2006 Admn.)
Personnel Management
PM 242 : Paper – II : WAGE AND SALARY ADMINISTRATION

Time : 3 Hours

Max. Marks : 75

PART – A

(Answer any five of the following. All carry equal marks. Each answer not to exceed 300 words)

1. What is the role of time office in wage and salary administration ?
2. What are the different methods of wage payment ?
3. Write a note on individual incentive schemes.
4. Write a note on Employee Stock Option Plans (ESOP).
5. What do you understand by the term "exit interview" ?
6. Differentiate between fair wage and living wage.
7. What are the different components of salary ?
8. How is minimum wage determined ?

(5×6=30 Marks)



PART - B

(Answer any three of the following. All carry equal marks. Each answer not to exceed 1500 words.)

9. Write a detailed note on how salary scales are made with an example of an organization.
10. How is the variable component of the wages considered ?
11. Write a detailed note on the different methods of job evaluation.
12. The principle to be followed in wage and salary administration is "internal equity and external competitiveness". Comment.
13. Explain the salient features of Equal Remuneration Act, 1976. **(3×15=45 Marks)**