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Reg. No. :

Name :

Fourth Semester M.A. P.M. Degree Examination, August 2010
(New Scheme – 2006 Admission)
PM 2.4.2. – Paper – II : WAGE AND SALARY ADMINISTRATION

Time: 3 Hours

Max. Marks: 75

PART – A

Answer **any five** questions. **All** questions carry **equal** marks. **Each** answer not to exceed **300** words.

1. Explain the significance of wage and salary administration as an HR function in organizations.
2. Bring out the difference between real wages and nominal wages. What are the factors affecting real wages ?
3. What are wage differentials ? How are wage differentials arrived at ?
4. How is Consumer Price Index (CPI) constructed ? What is the implication of CPI on wage determination ?
5. Distinguish between incentives and fringe benefits. What are the merits and demerits of group incentive schemes ?
6. What are the objectives of the Minimum Wages Act, 1948 ? Are these objectives met ? Substantiate.
7. Briefly explain the salient features of the Equal Remuneration Act, 1976.
8. Mention the advantages and disadvantages of VRS as a retirement benefit. Cite illustrations.

(5×6=30 Marks)

P.T.O.



PART - B

Answer **any three** questions. **All** questions carry **equal** marks. **Each** answer not to exceed **1500** words.

9. How is executive compensation determined in organizations ? What are broad banded pay structures ? Also, critically analyze the trends emerging in the field of reward management in India.
10. What are the factors influencing wage determination ? Describe the various theories of wages highlighting their relative merits and demerits.
11. What is meant by profit sharing ? Is profit sharing statutory ? Which all motivational principles work behind the concept of profit sharing ?
12. What is job evaluation ? Is job evaluation necessary ? Explain the various analytical and non-analytical methods of job evaluation.
13. Explain the concept of bonus. Why is bonus referred to as deferred wages ? Explain the important provisions of the Payment of Bonus Act, 1965. **(3×15=45 Marks)**