



Reg. No. :

Name :

38

**Fourth Semester M.A. (Human Resource Management) Degree
Examination, August 2015
PM 2.4.2/HRM 2.4.2 : WAGE AND SALARY ADMINISTRATION
(2013 Admission)
(Common for M.A. Degree in Personnel Management –
Prior to 2013 Admissions)**

Time : 3 Hours

Max. Marks : 75

PART – A

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

1. Explain the residual claimant theory of wages.
2. Role of the accounts and time office in wage and salary administration.
3. What are the components of wage ?
4. Wages in the Industrial Employment scenario.
5. Wage as an expense and an income.
6. Job evaluation and linkage to wages.
7. Difference between wage and incentive.
8. Equal Remuneration Act, 1976.

(5×6=30 Marks)



PART - B

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

9. Importance of wages from an 'employer of choice' point of view.
10. Explain the Surplus value theory of wages.
11. Explain different approaches and methods to job evaluation.
12. Discuss the salient features of the Minimum Wages Act, 1948.
13. Discuss executive pay. **(3×15=45 Marks)**