

Reg. No.....
Name

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**FOURTH SEMESTER M.A. DEGREE EXAMINATION, May / June 2005
BRANCH – PERSONNEL MANAGEMENT**

**PM 242 – HUMAN RESOURCE MANAGEMENT, WAGE AND
SALARY ADMINISTRATION**

Time: Three Hours

Max. Marks: 75

PART –I

Answer any five questions. All questions carry equal marks

Answer should not exceed 300 words

(5 x 6=30 Marks)

1. Differentiate wage, salary and compensation.
2. What are the determinants of rewards?
3. What are the merits and demerits of non monetary benefits?
4. What are the objectives of compensation management?
5. What are the criteria in fixing the minimum wages in India?
6. Briefly explain any two theories of wages.
7. Explain the common practices in-V.R.S compensation in India
8. Write short notes on :
 - a) E.S.O.P.
 - b) Consumer Price Index

PART –II

Answer any THREE questions. All questions carry equal marks

Answer should not exceed 1200 words

(3 x 15=45 marks)

9. Explain how to build the pay structure?
10. "Wage and Salary administration is an interdepartmental co-ordinated activity" – Discuss.

11. "Pay is a potential source of competitive advantage. That is, pay can support the business strategy and adopt to external pressures" – Justify the statement.
12. Explain the various forms of non-statutory rewards.
13. Explain the statutory regulations relating to wage determination and wage payment.