

Reg. No

K4470

Name

**FOURTH SEMESTER M.A. DEGREE EXAMINATION
MAY / JUNE- 2006**

Branch: PERSONNEL MANAGEMENT

**PM 2.4.2. HUMAN RESOURCE MANAGEMENT – WAGE
AND SALARY ADMINISTRATION**

Time: 3 Hours

Max. Marks: 75

PART – I

Answer any five questions. Each question carries equal marks.

1. What is Fair Wage?
2. Briefly explain any two theories of Wages.
3. What is Bonus? Explain briefly.
4. What is Merit increment?
5. What is Take Home Pay?
6. Write short notes on
 - a. Profit sharing.
 - b. Consumer Price Index.
7. What is ranking method of job evaluation?
8. Define exit policy? Explain briefly its importance.

(5 x 6 = 30 Marks)

PART –II

Answer any three questions. All questions carry equal marks.

9. What are the statutory Provisions regarding the Payment of Wages?
10. What are the different incentive schemes? Explain the significance of each.
11. “Discrimination arises when equals are treated unequally” – elucidate with the theory of equal pay for work of equal value.
12. What is merit rating? Explain the important steps in merit rating process.
13. Explain the salient features of payment of Bonus Act 1965.

(3 x 15 = 45 Marks)