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Reg. No. :

Name :

Fourth Semester M.A. (P.M.) Degree Examination, June 2009

(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. Distinguish between wage and salary. Bring out the role of HR department in wage and salary administration.
2. Briefly explain and compare any two theories of wage.
3. Explain the concepts of fair wage and living wage.
4. How are fixed DA and variable DA determined ? Do you justify freezing of DA ? Why ?
5. What are production incentives ? Distinguish between group and plant-wise incentive schemes. Which is a better scheme ?
6. What do you understand by need based minimum wage ? Why is that minimum wages are different in different parts of our country ?
7. Mention the important provisions of the Payment of Bonus Act, 1965.
8. What are the various statutory and non-statutory retirement benefits offered for the employees ?

(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. Explain the concept of variable pay and Performance Related Pay (PRP). Describe the emerging trends in wage and salary administration in the country in the wake of economic recession. Give illustrations.
10. Explain the different methods of wage payment. Which method is most advantageous for the workers ? Why ?
11. What are the merits and demerits of profit sharing ? Explain how employee stock ownership plans (ESOP) works as a profit sharing method. Cite examples.
12. What is the need for job evaluation ? How is job evaluation conducted ? Explain the skill based and competence based job evaluation methods.
13. How are wages disbursed to workers in firms ? Explain the important provisions of the Payment of Wages Act, 1936. (3×15=45 Marks)