



Reg. No. : .....

Name : .....

Fourth Semester M.A. Degree Examination, July 2013

**PERSONNEL MANAGEMENT**

**PM 2.4.2 : Wage and Salary Administration**

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. Briefly explain the concepts of wage and salary as compensation function of personnel management.
2. How does the HR department liaison with accounts department in the administration of wage and salary ?
3. Mention any two economic theories of wages.
4. Distinguish between minimum wage and need based minimum wage.
5. How is annual bonus determined ? How does it become part of profit sharing ?
6. What are the highlights of the Payment of Wages Act, 1936 ?
7. Mention the concept of equal remuneration. What are the relevant statutory provisions ?
8. What are retirement procedures ? List out the major retirement benefits.

(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. Explain the principles of wage determination. How are the various components of wage arrived at ?
10. Explain the procedure for constructing Consumer Price Index (CPI). How is DA arrived at and linked to CPI ?
11. Explain individual, group-wise and plant-wise incentive schemes introduced in manufacturing organizations highlighting their relative merits.
12. How is job evaluation applied in deciding wage and salary of employees ? Elaborate on the modern methods of job evaluation.
13. Why is minimum wages different in different parts of India ? Explain the main provisions of the Minimum Wages Act, 1948. **(3×15=45 Marks)**