



Reg. No. : .....

Name : .....

**Fourth Semester M.A.P.M. Degree Examination, August 2011**  
**(New Scheme – 2006 Admn.)**  
**PM 242 – Paper – II : WAGE AND SALARY ADMINISTRATION**

Time : 3 Hours

Max. Marks : 75

**PART – A**

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

1. What is the role of the personnel department in wage and salary administration ?
2. Explain any two theories of wages.
3. Write a note on group incentive schemes.
4. Explain any two methods of job evaluation.
5. What do you understand by the term “exit policy” ?
6. Differentiate between minimum wage and fair wage.
7. How is wage survey conducted ?
8. What is “set off” and “set on” as per Payment of Bonus Act 1965 ? **(5×6=30 Marks)**

**PART – B**

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

9. Write a detailed note on the various financial and non financial incentives.
  10. What is CPI ? How is it calculated ?
  11. What are the various factors influencing the determination of wages in an industry ?
  12. How does the industrial relations climate affect wage and salary administration ?
  13. Explain the salient features of Payment of Wages Act 1936. **(3×15=45 Marks)**
-