

Reg. No. :

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Name :

Fourth Semester M.A. Degree Examination, June 2007

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. All questions carry **equal** marks.

1. What is wage ? Briefly explain.
2. What is incentive bonus system ?
3. What is merit increment ?
4. Write short notes on :
 - a) Need based minimum wage
 - b) Overtime and overtime wages.
5. What is “Exit Policy” ? Briefly explain its importance.
6. What is job evaluation ? Explain different techniques involved in job evaluation.
7. What is work culture ? What is its role in reward management ?
8. What is Take home pay ? **(5×6=30 Marks)**

PART – II

Answer **any three** questions. All questions carry **equal** marks.

9. What is profit sharing ? Critically evaluate its impact in the reward management.
 10. What are the different statutory provisions regarding the payment of wages ?
 11. “Avoid overtime work even if the employees are willing to work” – Explain.
 12. Discuss the merits and demerits of payment by time and payment by results.
 13. “Ensure impartiality and fairness in increments and promotions” – Discuss. **(3×15=45 Marks)**
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