

Reg. No.....

K 1474

Name.....

**FOURTH SEMESTER M.A. DEGREE EXAMINATION, APRIL/MAY 2003**

Branch : Personnel Management

PM 2.4.2.—HUMAN RESOURCE MANAGEMENT : WAGE AND SALARY ADMINISTRATION

Time : Three Hours

Maximum : 75 Marks

**Part I***Answer any five questions.**All carry equal marks.**Answer should not exceed 300 words.*

1. Explain the subsistence theory of wages.
2. Explain fair wage and living wage.
3. What are the components of industrial wage ?
4. What is the logic behind DA. How is DA arrived at ?
5. What distinguishes the executive pay from non-executive pay in your opinion ?
6. Explain at least one technique of job evaluation with example.
7. What are the different modes of separation and what are their distinguishing features ?
8. Explain the role of time office in wage and salary administration/

**Part II***Answer any three questions.**All carry equal marks.**Answer should not exceed 1500 words.*

9. The twin dimensions of compensation management are internal equity and external relativity. Explain.
10. Reward management involves both internal reward and external reward management. How will you balance the twin concerns ? Explain with an arbitrary example.
11. What are the concerns to be addressed while designing a wage and salary administration system ?
12. Analyse the statutory regulations relating to wage and salary administration. What changes need to be made to adapt them to present day needs ?
13. "Remuneration is an HR function and not a Finance function." Comment.