



Reg. No. :

Name :

Fourth Semester M.A. (PM) Degree Examination, May 2008

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 should not exceed **300** words.

1. Discuss the significance of Dearness Allowance in Wage and Salary administration.
2. Explain Living wage and Fair wage.
3. Discuss the major provisions of payment of Bonus Act, 1965.
- 4: Explain CPI. Discuss its significance.
5. Define Job evaluation. Explain any one method of Job evaluation.
6. Explain the role of Personnel Department in Wage and Salary administration.
7. Explain the common components of a salary package.
8. Discuss the modern trends in wage and salary administration with suitable examples. **(5×6=30 Marks)**

PART – B

Answer **any three** questions, each in about **1500** words. Each question carries **15** marks.

9. Critically analyse the major provisions of Payment of Wages Act, 1936.
10. Discuss the significance of maintaining internal and external equity in designing Wage and Salary structure in organisations.
11. Explain the impact of an effective incentive scheme on productivity and employee retention.
12. Discuss how salary structures are determined and implemented.
13. “Neither employees nor employers benefit from VRS” – Discuss with suitable examples. **(3×15=45 Marks)**