Man	. .				Uffeah
Name:					
Roll No.:					
Invigilator's Signature :					
CS/MBA(NEW)/SEM-3(FT)/HR-301/2009-10 2009					
EMPLOYMENT & COMPENSATION ADMINISTRATION					
Time Allotted: 3 Hours					Full Marks: 70
The figures in the margin indicate full marks.					
Candidates are required to give their answers in their own words as $\it far$ as practicable.					
GROUP – A					
(Multiple Choice Type Questions)					
1.	Choose the correct alternatives of the following:				
	i) Now the CPI index base year is $10 \times 1 = 10$				
	1)	a)	2001	b)	1960
		a)	1976	d)	2000.
	,				
	ii)				
		a)	12.5%	b)	
		c)	15%	d)	
	iii) Gratuity is payable after a service period of minim				_
			2 years		
		c)	5 years	d)	only at retirement.
	iv) Equal Remuneration Act, 1976 equalized the payment				
		a)	Men	b)	Women
		c)	Both (a) & (b)	d)	None of these.

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- v) Indicate the correct year:
 - a) Bonded Labour System (Abolition) Act, 1976
 - b) Bonded Labour System (Abolition) Act, 1970
 - c) Bonded Labour System (Abolition) Act, 1980
 - d) Bonded Labour System (Abolition) Act, 1960.
- vi) ESI is payable to
 - a) Basic below 10,000
 - b) Gross below 10,000
 - c) Net below 10,000
 - d) CTC below 10,000.
- vii) HRA should be calculated on
 - a) Gross

b) DA + Basic

c) Net

- d) Basic.
- viii) Indicate the correct year:
 - a) Contract Labour (Regulation & Abolition) Act, 1970
 - b) Contract Labour (Regulation & Abolition) Act, 1976
 - c) Contract Labour System (Regulation & Abolition) Act, 1980
 - d) Contract Labour System (Regulation & Abolition) Act, 1960.
- ix) Which is not a Standard deduction for salary employees are ?
 - a) Employee Provident Fund
 - b) ESI (if monthly salary less than 7500)
 - c) Income Tax (if annual salary exceeds tax limit under Tax Act, 1961)
 - d) CCA.

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- x) The financial capacity of the employer is taken into consideration in the concept of
 - a) Minimum Wage
- b) Fair Wage
- c) Living Wage
- d) Just Wage.

GROUP - B

(Short Answer Type Questions)

Answer any *three* of the following. $3 \times 5 = 15$

- 2. Mention the objectives of outsourcing.
- 3. Highlight the principles on which wage differentials are based.
- 4. What is the rationale behind offering incentives to employees?
- 5. Write a short note on Retirement Benefits.
- 6. What is CPI? What is DA Neutralization?

GROUP - C

(Long Answer Type Questions)

Answer any *three* of the following. $3 \times 15 = 45$

- 7. Critically examine the components of a compensation package in organized industry in India? Do an effective compensation management can help and organization to achieve its strategic objectives?

 5 + 10
- 8. Write short notes on:

5 + 5 + 5

- i) Wage Boards
- ii) Time Wage Plan & Piece Wage Plan
- iii) Wage Policy in India.

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- 9. What are the principal objectives of wage & salary administration? What factors should be taken into account for deciding executive compensation? 5 + 10
- 10. What is Human Resource Outsourcing? Describe in detail the various steps followed in HR Outsourcing Process.

5 + 10

11. What do you understand by Group Bonus Plan?

A factory has determined the standard labour cost as 1000 hours at Rs. 30 per hour for a particular task. In a particular week a group of 20 workers works for 40 hours each and completed task.

Calculate:

- i) Bonus rate
- ii) Bonus payable to Mr. Asoke with salary of Rs. 1500/Week. 5+5+5

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