Name :							
Roll No. :				To draw by Executing and Explana			
Invigilato	r's Si	gnature :					
CS/	MBA	(OLD)/SEM-(3 FT	& 5 P	Γ)/HR-301/2009-10			
		2009	9				
EMPLO	YMI	ENT & COMPENSA	TION	ADMINISTRATION			
Time Allo	tted :	3 Hours		Full Marks : 70			
	The	e figures in the margin	indica	te full marks.			
Candido	ates o	are required to give the as far as p		vers in their own words able.			
		GROUP	– A				
		(Multiple Choice T	ype Qu	estions)			
1. Cho	ose tl	he correct alternatives	for th	e following :			
				10 ∞ 1 = 10			
i)	Wage Fund Theory was propounded by						
	a)	John Stuart Mill	b)	Adam Smith			
	c)	David Ricardo	d)	Karl Marx.			
ii) John Davidson propounded the							
	of w	ages in 1989.					
	a)	Residual	b)	Subsistence			

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d) Employment.

Bargaining

c)

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iii)		ording to					l	<u>Utech</u>	are		
	rem	uneratio	n for		•••••	."	100	O' Kanadalgo Jad Explis	n		
	a)	commit	ment		b)	wor	k				
	c)	product	ion		d)	labo	ur.				
iv)	The	term	'salary'	is	used	for	compe	ensation	to		
	•••••	•••••	worke	rs.							
	a)	blue-co	llar		b)	whit	te-colla	r			
	c)	regular			d)	cont	ractua	l.			
v)		• • • • • • • • • • • • • • • • • • • •	b	onus	plan	s ar	e bas	ed on	the		
	physical output of the individual employee.										
	a)	Place ra	ite		b)	Tim	e rate				
	c)	Piece ba	ased		d)	Tim	e based	l.			
vi)	The	term			is ordinarily understood to						
		n that	_		_		labour	which	the		
	emp	loyer mu	st pay to	all v	vorkme	en.					
	a)	dearnes	s wage		b)	basi	c wage				
	c)	incentiv	e wage		d)	bon	us.				
vii)		ment of	_					_			
	payment of wages to various classes of persons										
	employed in the industry.										
	a)	1934			b)	193	5				
	c)	1936			d)	193	8.				

a) 15

years.

b) 16

c) 17

- d) 18.
- ix) According to the Payment of Gratuity Act, 1972, an employee is entitled to gratuity on his termination of employment due to
 - a) superannuation
- b) retirement
- c) resignation
- d) all of these.
- x) As an instrument of policy, wage policy was considered as a means to promote investment, internal price stability, worker efficiency, effective distribution of labour force etc.
 - a) developmental
- b) economic

c) social

d) sociological.

GROUP - B

(Short Answer Type Questions)

Answer any *three* of the following.

 $3 \propto 5 = 15$

- 2. How do you define 'Outsourcing'?
- 3. State the systems of payments of dearness allowance.
- 4. Enumerate the concept of 'Fringe Benefits'.
- 5. Compare among statutory minimum wage, fair wage and living wage.
- 6. Write a note on 'Succession Planning'.

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GROUP - C

(Long Answer Type Questions)

Answer any three of the following.



- 7. Write down the concept of executive compensation. Why is a sound system of executive compensation essential in a business organisation? 5 + 10
- 8. What do you understand by dearness allowance? Explain the concept of 100% neutralisation in D.A. What do you think would be the effects of the same? 3 + 10 + 2
- 9. What do you mean by wage differentials? Discuss in detail the types of wage differentials prevailing in the Indian industries. 5 + 10
- 10. Define Job evaluation. Explain how it can be used for determining wage for industrial workers.5 + 10
- 11. Write short notes on any *two* of the following : $2 \propto 7\frac{1}{2}$

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- a) Reservations for employment of women
- b) Payment of gratuity
- c) Wage policy
- d) Wage fixation.

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