





- 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.



CS/MBA(NEW)/SEM-3(FT)/HR-301/2009-10



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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