



Name :

Roll No. :

Invigilator's Signature :

CS/MBA (NEW)/SEM-(3 FT & 5 PT)/HR-301/2010-11

2010-11

EMPLOYMENT & COMPENSATION ADMINISTRATION

Time Allotted : 3 Hours

Full Marks : 70

The figures in the margin indicate full marks.

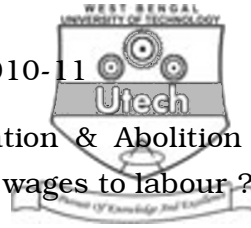
*Candidates are required to give their answers in their own words
as far as practicable.*

GROUP – A

(Multiple Choice Type Questions)

1. Choose the correct alternatives for any *ten* of the following : 10 × 1 = 10

- i) Which of the following employees drawing salaries or wages are entitled to get bonus as per the Payment of Bonus Act, 1965 ?
 - a) Less than Rs. 2500 per annum
 - b) Above Rs. 6000 per annum
 - c) Up to Rs. 3500 per annum
 - d) None of these.
- ii) Gratuity is payable to employee who resigns after completing
 - a) one year of service
 - b) three years of service
 - c) seven years of service
 - d) none of these.



- iii) Under the Contract Labour (Regulation & Abolition) Act, who is responsible for paying the wages to labour ?
- a) The welfare officer
 - b) The contractor
 - c) The contractor in the presence of employer representative
 - d) None of them.
- iv) Equal Remuneration Act, 1976 came to with the object to provide equal remuneration to
- a) men
 - b) women
 - c) men & women
 - d) none of them.
- v) Wage administration deals with
- a) payment of dearness allowance on time
 - b) techniques and procedures for maintaining and designing salary structure and exercising wage control
 - c) payment of incentives to motivate employees
 - d) none of these.
- vi) The Halsey system provides for
- a) division of the standard time into a number of points at the rate of one minute per point
 - b) bonus paid for any time saved
 - c) fixation of a standard time for the completion of a task
 - d) none of these.



- vii) That efficiency depends on plant wide co-operation is the underlying concept of
- a) Rowan plan
 - b) Scanlon plan
 - c) Rucker plan
 - d) None of these.
- viii) Under the 'Job classification' method
- a) certain classes or grades of jobs are defined on the basis of difference in duties, skills, working conditions and other job related factors
 - b) jobs are compared with one another and arranged and ranked in the order of their importance
 - c) the relative worth of key jobs are established
 - d) none of these.
- ix) Outsourcing refers to
- a) outstanding job
 - b) provide permanent employment to the job seekers
 - c) contracting with another company or person to do a particular function
 - d) none of these.
- x) Employee leasing
- a) is similar to the process of hiring temporary workers
 - b) is not similar to the process of hiring temporary workers
 - c) the process of employing workers
 - d) none of these.



- xi) Structural unemployment refers to
- a form of unemployment resulting from a mismatch between the sufficiently skilled workers seeking employment and demand in the labour market
 - the structural change of unemployment
 - the disguised unemployment only
 - none of these.
- xii) The main objective of National Employment Policy is
- create full employment in the country
 - to provide a framework towards the goal of achieving remunerative and decent employment for all women and men in the labour force
 - to provide guaranteed job to every citizen
 - all of these.

GROUP – B

(Short Answer Type Questions)

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

- Write a note on factors which are considered for calculation of consumer price index.
- What is outsourcing ? What are its advantages ?
- Why do we pay dearness allowance ? How does DA cost the company ?



5. Differentiate between gross pay, net pay and cost to company.
6. What is incentive ? What are the advantages of payment of incentive ?

GROUP – C

(Long Answer Type Questions)

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

7. Explain productivity. How does productivity differ from production ? What are the principles and others factors, if any to be borne in mind for effective implementation of an incentive scheme ? Discuss one method each of individual and group incentives schemes. $3 + 3 + 4 + 5$
8. a) Mr. Pritam Banerjee joined a manufacturing scenario on 1st June, 2007 on a basic salary of INR 2500 per month plus DA @ 30% of basic plus HRA @ 12% of basic + DA plus tiffin allowance @ INR 30 per day worked. On 1st January, 2008 he was promoted when his basic salary was enhanced to INR 3500 per month. The company declared bonus for the accounting year 2008-09, 20%. Is Mr. Banerjee entitled to get bonus ? If yes, then by how much ?



b) What is the main objective of Minimum Wage Act, 1948 ?

c) 'Incentives have a major contribution in keeping the workforce motivated within organizations.' Discuss.

6 + 4 + 5

9. Radiant Industries Ltd. is engaged in the business of manufacturing edible oils, soaps etc. It has engaged contract labours through a contract for feeding of hoppers (which is an essential part of the production) and also for supervision work in the godown. The contract labour was not given any benefit of E.S.I. Act. The contract labours demand the permanency of contract labours engaged for feeding of hoppers (being a job perennial in nature) and E.S.I. benefit for all contract labours. The management of Radiant Industries Ltd., being the principal employer, expresses that it would inform about this matter after discussion with the contractor.

a) Are the above labours covered under Contract Labour (Regulations and Abolitions) Act, 1970 ?



- b) Can the contract labour engaged for feeding of hoppers (being and essential part of the production) be made permanent under law ? Can the engagement of contract labour be prohibited in this case ? Explain.
- c) Explain the obligations of the contractor and company relating to rendering benefits of E.S.I. to the contract labour. 5 + 5 + 5
10. Define statutory and non-statutory benefits provided in Indian industries. State the guidelines to make employee benefit programmes more effective. What do you mean by "Take Home Pay" ? 5 + 6 + 4
11. Write short notes on any *three* of the following : 3 × 5
- a) Fair wage and capacity to pay
 - b) Productivity bargaining
 - c) Wage differentiation
 - d) Retirement benefits
 - e) Types of fringe benefits.
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