



Name :
Roll No. :
Invigilator's Signature :

CS/MBA/SEM-3 FT & 5 PT/HR-301/2012-13

2012

EMPLOYMENT & COMPENSATION ADMINISTRATION

Time Allotted : 3 Hours

Full Marks : 70

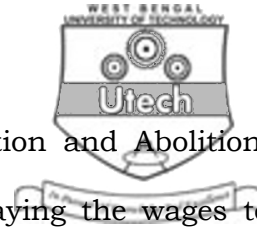
The figures in the margin indicate full marks.

*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 the following : $10 \times 1 = 10$
 - i) Which of the following employees drawing salaries or wages are entitled to get bonus as per Payment of Bonus Act, 1965 ?
 - a) Less than Rs. 2,500 per annum
 - b) Above Rs. 6,000 per annum
 - c) Up to Rs. 3,500 per annum
 - d) None of these.



- ii) Under the Contract Labour (Regulation and Abolition) Act, 1970, who is responsible for paying the wages to contract labour ?
- a) The Welfare Officer
 - b) The Contractor
 - c) The Contractor in the presence of employer's representative
 - d) None of them.
- iii) Employee Leasing
- a) is similar to the process of hiring temporary workers
 - b) is not similar to the process of hiring temporary
 - c) is the process of employing workers
 - d) none of these.
- iv) Bonus is calculated from
- a) Gross profits
 - b) Allocable surplus
 - c) Available surplus
 - d) none of these.



- v) Voluntary Retirement Scheme (VRS) is introduced to get rid of
- a) Insufficient employees
 - b) Surplus employees
 - c) Problematic employees
 - d) none of these.
- vi) Which one of the following has been abolished by 6th Central Pay Commission ?
- a) House Rent Allowance
 - b) City Compensatory Allowance
 - c) Special Compensatory (Hill Area) Allowance
 - d) Special Compensatory (Remote Locality) Allowance.
- vii) Outsourcing refers to
- a) outstanding job
 - b) prove permanent employment to the job seekers
 - c) contracting with another company or person to do a particular function
 - d) none of these.



4. What are the various factors affecting wage ?
5. Comment on Reservation Rules in India.
6. Why is motivation so important for HR Manager ?

GROUP – C

(Long Answer Type Questions)

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

7. Define statutory and non-statutory benefits provided in Indian industries. State the guidelines to make employee benefit programs more effective. What do you mean by non-financial benefits ?
8. Case study : Treatment of Absconding Contractor-Sudarshan Jute Mill Limited.

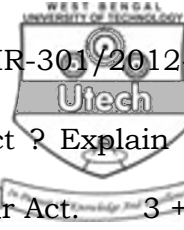
Sudarshan Jute Mills Limited has 2800 permanent employees on regular basis. The Mill has also engaged contract labour in the areas of Security, Canteen & Gardening inside the factory premises numbering about 100. In the past there was no dispute of any nature with the contract labour and the contractor as regards payment of wages, deduction of PF and ESI contribution by the contractor.



Suddenly, a news came to Mill Management that due to certain alleged criminal activities, the contractor has been issued a warrant of arrest by the Court and said contractor has been absconding. Meanwhile, the monthly wage is due to the contract labour within next two days. It is also revealed by the management that the contractor while showing deductions of PF and ESIC from contract labours on the wage sheet have not deposited the same with the concerned authorities. The Mill Management is concerned that in the event wages are not paid in time, there will be serious IR problems in the Mill which may lead to even stoppage of work.

Review questions :

- a) Under the circumstances, who is liable to pay the wages to the contract labour ? What steps are available, in your opinion, in this regard ?
- b) In future, to engage contractors by the management, what precautionary steps should be taken by the organization to safeguard its interest ?
- c) In your view, what other actions the management could possibly take in this regard ?



9. What is the objective of Contract Labour Act ? Explain the Health and Safety provision of Contract labour Act. 3 + 12
10. Enumerate the wage policies in India.
11. a) What are methods of DA payment in India ?
- b) The data of AICPIN(IW) for the year 2011 & 2012 (March, 2011 - July, 2012) is provided below. Calculate the rate of DA on 01.07.2012. 6 + 9

Month	AICPIN(IW)
March'11	185
April'11	186
May'11	187
June'11	189
July'11	193
August'11	194
September'11	197
October'11	198
November'11	199
December'11	197
January'12	198
February'12	199
March'12	201
April'12	205
May'12	206
June'12	208
July'12	212

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