



Name : .....

Roll No. : .....

Invigilator's Signature : .....

**CS/MBA(OLD)/SEM-( 3 FT & 5 PT )/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 far as practicable.*

**GROUP – A**

**( Multiple Choice Type Questions )**

1. Choose the correct alternatives for the 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 ..... theory  
of wages in 1989.

- a) Residual                                b) Subsistence
- c) Bargaining                              d) Employment.



- iii) According to encyclopaedia of social sciences "wages are remuneration for ..... ." 
- a) commitment                      b) work
- c) production                        d) labour.
- iv) The term 'salary' is used for compensation to ..... workers.
- a) blue-collar                        b) white-collar
- c) regular                              d) contractual.
- v) ..... bonus plans are based on the physical output of the individual employee.
- a) Place rate                          b) Time rate
- c) Piece based                        d) Time based.
- vi) The term ..... is ordinarily understood to mean that part of the price of labour which the employer must pay to all workmen.
- a) dearness wage                      b) basic wage
- c) incentive wage                      d) bonus.
- vii) Payment of Wages Act, ..... regulates the payment of wages to various classes of persons employed in the industry.
- a) 1934                                  b) 1935
- c) 1936                                  d) 1938.





**GROUP – C**

**( Long Answer Type Questions )**

Answer any *three* of the following.

$3 \times 15 = 45$

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 :  $2 \times 7\frac{1}{2}$
- a) Reservations for employment of women
  - b) Payment of gratuity
  - c) Wage policy
  - d) Wage fixation.

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