



Name :
Roll No. :
Invigilator's Signature :

CS/MBA (OLD)/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.*

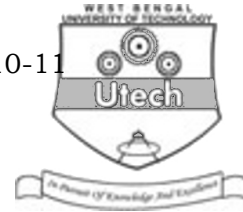
GROUP - A

(Multiple Choice Type Questions)

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

10 × 1 = 10

- i) The HRA should be calculated on
- | | |
|----------|---------------|
| a) Basic | b) Basic + DA |
| c) Gross | d) Net. |
- ii) Bonus should be payable where Basic + DA is under
- | | |
|-------------|--------------|
| a) INR 5000 | b) INR 2500 |
| c) INR 3000 | d) INR 4000. |
- iii) Gratuity is payable to an employee who resigns after completing
- | | |
|------------------------|------------------------|
| a) 01 year of service | b) 03 years of service |
| c) 07 years of service | d) none of these. |



- iv) "Executives must be paid Bonus."
a) It is optional
b) It is compulsory
c) Depends if they are covered by the Bonus Act.
- v) In a 3-tier Retirement benefit scheme, which is the 'odd man out' ?
a) Provident Fund
b) Gratuity
c) Bonus.
- vi) Which is correct ?
a) National Commission in Labour
b) National Commission at Labour
c) National Commission on Labour.
- vii) 'Wage Board' is a
a) quasi-judicial body
b) compulsory bipartite negotiating body
c) voluntary tripartite negotiating body
d) compulsory body of adjudication.
- viii) Who among the following was the Chairman of the 1st Pay Commission appointed by Government of India, in 1946 ?
a) Justice Vardachariar b) Dr. Aykroyd
c) Justice P. N. Singhal d) Gajendragadkar.



- ix) The maximum payable bonus amount on Basic plus DA should be
- | | |
|----------|---------|
| a) 8.33% | b) 10% |
| c) 12% | d) 20%. |
- x) Indicate the correct year :
- The Payment of Gratuity Act, 1962
 - The Payment of Gratuity Act, 1982
 - The Payment of Gratuity Act, 1972.
- xi) Under the Contract Labour (Regulation and Abolition) Act, who is responsible for paying the wages to labour ?
- The Welfare Officer
 - The Contractor
 - The Contractor in the presence of Employer's representative.

GROUP – B

(Short Answer Type Questions)

Answer any *three* of the following.

3 × 5 = 15

- Define outsourcing. What are the objectives of outsourcing ?
- Define minimum wage, fair wage and living wage. Give examples.
- Enumerate the concept of DA neutralisation.
- State the principles on which wage differentials are based.
- Discuss the various retirement benefits.



GROUP – C

(Long Answer Type Questions)

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

7. "Wage policy in Indian context is influenced by a number of forces – economic, social and political." Explain. 15
8. a) Mr. Pritam Banerjee joined a manufacturing scenario on 1st June, 2007 on a Basic salary of INR 2400 per month plus DA @ 20% of Basic plus HRA @ 6% 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, 18%. Is Mr. Banerjee entitled to get bonus ? If yes, then by how much ?
b) Give a comparative study of two industries to explain the payment of Bonus Act, 1948. 10 + 5
9. Discuss the Reservation Policy of the Government of India in the field of employment. 15
10. Define 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. $2 + 2 + 6 + 5$
11. Write short notes on any *two* of the following : $2 \times 7 \frac{1}{2}$
 - i) Consumer Price Index
 - ii) Payments by Results
 - iii) Job evaluation.