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Register Number

Name of the Candidate:

M.B.A. DEGREE EXAMINATION, May 2015**(HUMAN RESOURCE MANAGEMENT)****(SECOND YEAR)****250: WAGES AND SALARY ADMINISTRATION**

Time: Three hours

Maximum: 75 marks

SECTION-A**(5×3=15)****Answer any FIVE questions****Write Short notes on:**

1. Job Evaluation.
2. Incentive Compensation.
3. Living Wage.
4. Wage Differentials.
5. Suggestions System.
6. Supplementary Compensation.
7. Need-based minimum wage.
8. Customary Bonus.

SECTION-B**(3×10=30)****Answer any THREE questions**

9. What are the important factors for determining wage structure of an organisation?
10. Discuss any two group incentive schemes for increasing productivity in a large organisation.
11. Critically analyse the role of wage theories in determining wage structure in an organisation.
12. What are your reactions to the incentive system of wage payment in India? Elucidate.
13. What are the factors commonly used as yardsticks in measuring job in a point system of job evaluation?

SECTION-C**(1×15=15)****Answer any ONE question**

14. What are the principles and methods of wage determination of central Government employees?
15. What are the advantages and disadvantages of using the factor comparison method of job evaluation in large industrial unit?

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16. How as a HR manager remove wage disparities in a large textile company.

SECTION-D**(1×15=15)****[Compulsory]**

17. India is among the top countries which have experienced the highest rate of salary hikes during the past couple of years. India is also among the countries which experience high rate of employee turnover especially at the executive and managerial Cadres. Explain the above phenomena and their implications for sustainability of business with the help of principles and concepts that govern a sound compensation structure.

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