

Total No. of Pages : 2

Register Number :

**6772**

Name of the Candidate :

**M.B.A. DEGREE EXAMINATION DECEMBER 2013.**

**(HUMAN RESOURCE MANAGEMENT)**

**(SECOND YEAR)**

**250 — WAGES AND SALARY ADMINISTRATION**

Time : Three hours

Maximum : 75 marks

**PART A**

**Answer any FIVE questions.**

**(5 × 3 = 15)**

**All questions carry equal marks.**

1. Write short notes on :
  - (a) Wage determination.
  - (b) Wage disparities.
  - (c) Job evaluation.
  - (d) Collective bargaining.
  - (e) Wage incentives.
  - (f) Wage boards.
  - (g) Fringe benefits.
  - (h) Managerial remuneration.

**PART B**

**Answer any THREE questions.**

**(3 × 10 = 30)**

2. Explain the issues involved in wage determination.
3. How will you draw up a wage payment plan for a proposed project?
4. Describe the methods of job evaluation for office personnel.
5. Discuss the fundamentals of managerial remuneration.
6. Examine the process of collective bargaining.

**PART C**

**Answer any ONE question.**

**(1 × 15 = 15)**

7. Discuss the preparation of pay roll and wage calculations.
8. How as a HR Manager remove wage disparities in a large textile company.
9. Discuss the Sachar Committee recommendations on managerial remuneration.

**PART D****(Compulsory)****(1 × 15 = 15)**

10. (a) An employer made alteration in the wage structure as a result of which certain allowances previously paid to an employee were stopped. His total wages, were not less than before. Does stopping of these allowances amount to deduction from the wages?
- (b) An employer imposed a fine on an employee who is 14 years old deducts it from his wages. Is the employer correct in collecting the fine?
- (c) In case, the employee paid the fine later on can he recover the amount from his employer?
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