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Register Number:

Name of the Candidate:

M.B.A. DEGREE EXAMINATION December 2014**(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****1. Write short notes on:**

- a) Executive Remuneration.
- b) Perks
- c) Wage Policy.
- d) Minimum Wage.
- e) Fringe Benefits.
- f) Skill –Based Pay.
- g) Boothalingam and Sachar Committee report.
- h) Bank Wiring Observation Room

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

2. Outline the methods of job evaluation.
3. Bring out the components of employee remuneration.
4. Explain the different types of incentive system.
5. Explain the various steps in the benefits administration.
6. Justify the high remuneration paid to executives.

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

7. Explain the important factors for determining wage structure of an organisation.
8. What are the advantages and disadvantages of using the factor comparison method of job evaluation in large industrial unit?
9. Examine the role and limitations of collective bargaining in Indian industries.

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

10. Suppose you manage a small business with 30 employees, you discover that some employees are motivated by money, while others are motivated by security.
For those who want more money you provide merits, pay increases in which their income is determined by their productivity. The other employees have a fair salary. What problems might arise.
