

Total No. of Pages : 2

Register Number :

**6873**

Name of the Candidate :

**M.B.A. DEGREE EXAMINATION MAY 2014.**

**(HUMAN RESOURCE MANAGEMENT)**

**(SECOND YEAR)**

**250 — WAGES AND SALARY ADMINISTRATION**

Time : Three hours

Maximum : 75 marks

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**PART A**

**Answer any FIVE questions.**

**(5 × 3 = 15)**

**All questions carry equal marks.**

Explain the following :

1. List out the issues in wage determination.
2. What are the conditions for successful implementation of job evaluation programme?
3. How the job for technical personnel is evaluated?
4. What is collective bargaining scheme?
5. What do you know about the incentive plans?
6. Write a note on ESOP.
7. What are fringe benefits? List out some fringe benefits.
8. Write note on managerial remuneration.

**PART B**

**Answer any THREE questions.**

**(3 × 10 = 30)**

**All questions carry equal marks.**

9. Explain the provisions regarding deduction from wages.
10. Explain the reorganizing of wage structure in a company.
11. Describe the problems in implementing job evaluation programme at company level.

12. How wages are fixed through adjudication?
13. Outline the Boothalingam Committee recommendations on managerial remuneration.

**PART C**

**Answer any ONE questions.**

**(1 × 15 = 15)**

14. Discuss the preparation of pay roll and wage calculations.
15. Explain the job evaluation for
  - (a) Plant personnel
  - (b) Engineering personnel
  - (c) Technical personnel
  - (d) Professional personnel.
16. Discuss about fundamentals of managerial remuneration and its future in India.

**PART D**

**(Compulsory)**

**(1 × 15 = 15)**

17. Attempt the following by giving reasons :
  - (a) While working in a machine, a worker accidentally drops a valuable testing appliance that is broken. The employer deducts the value of appliance from wages of worker. Is the deduction justified?
  - (b) An employee committed an act on January 17. A fine was imposed on January 23, from which date the period of limitation start?
  - (c) What are the obligations of employer for the payment of wages?