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SARDAR PATEL UNIVERSITY

M.H.R.M. EXTERNAL EXAMINATION - III Sem.

SUBJECT: WAGE AND SALARY ADMINISTRATION

SUBJECT CODE: PA03EHRM16

DATE: 28/10/2016

DAY: FRIDAY

TIME: 10:00AM TO 1:00 PM

MARKS: 70

Q.1 MULTIPLE CHOICE QUESTIONS:

(10)

1) Wage fund theory was developed by _____.

- a. Adam smith
- b. David Ricardo
- c. Karl Marx
- d. Francis Walker

2) The lower limit of the fair wage is obviously the _____ wage.

- a. Living wage
- b. Minimum wage
- c. Time rate wages
- d. Overtime wages

3) The compensation for labour per period of time is referred to as the _____.

- a. Wage rate
- b. Wage income
- c. Wage deduction
- d. wage level

4) From the following which is not the objective of compensation?

- a. Equity
- b. Efficiency
- c. Stability
- d. Retrenchment

5) _____ is the full form of CPI.

- a. Consumer Price Index
- b. Customer Price Index
- c. Critical Price Index
- d. Compensation Price Index

6) According to the _____ Wage Incentives are extra financial motivation.

- a. ILO
- b. National commission Labour
- c. 5'S
- d. Wage Boards

7) As per the Act what is the minimum number of days an employee must have worked in an establishment to be eligible for Bonus?

- a. 240 working days b. 30 working days
- c. 120 working days d. 365 working days

8) Which of the following is not included under the definition of Wages given under the payment of wages act?

- a. Basic Wage b. Dearness Allowance
- c. Incentives d. Gratuity

9) The minimum wage as fixed under the minimum wages act, 1948 must be revised at least once in ____.

- a. 2 years b. 5 years
- c. 3 years d. No mention under the act

10) Compensation can be _____ benefits.

- a. Monetary b. Both 'a' and 'b'.
- c. Non- Monetary d. None of the above

Q.2 DEFINE TERMS. [ANY FIVE]

(10)

- 1. Wages 5. Dearness Allowances
- 2. Management 6. Overtime
- 3. Compensation 7. Claims
- 4. Equity

Q.3 ANSWER IN BRIEF. [ANY FIVE]

(20)

- 1. Concept of wages
- 2. National wage policy
- 3. Factors influencing compensation
- 4. Wage determination
- 5. Types of compensation
- 6. Equal remuneration
- 7. Minimum wage

Q.4 ANSWERS THE FOLLOWING IN DETAIL. [ANY TWO]

(30)

1. Write down theories of wages in detail.
2. Explain different kind of wage incentive plans in detail.
3. Write down a case study on compensation management.
4. Discuss law relating to Payment of Wages and Bonus.

— x — (3) — x —

