

[79]

MSW (HR) III Semester Examination

Subject: PA03ESH26 Wage And Salary Administration

Day, Date & Time: Monday, 04/01/2021, 2.00 to 4.00 pm: Total 70 Marks

Multiple Choice questions. Attempt all the questions.

08
marks

- Q.1
- 1 Wages Fund Theory was developed by _____.
 - a. Adam Smith
 - b. Karl Marx
 - c. John Davldson
 - d. David Ricardo
 - 2 Which of the following is direct compensation?
 - a. Leave Policy
 - b. Salaries
 - c. Insurance
 - d. Holiday Homes
 - 3 Salary is paid to _____ collar employees.
 - a. Black
 - b. White
 - c. Blue
 - d. Green
 - 4 Which external factor is influencing employee compensation?
 - a. Ability to Pay
 - b. Business Strategy
 - c. Job Evaluation
 - e. Labor Market
 - 5 Net pay is calculated by subtracting deductions from the _____.
 - a. Gross pay
 - b. CTC
 - c. HRA
 - d. Basic
 - 6 According to the Minimum Wage Act, 1948 establishment in which more than 1000 persons are employed must be paid wage before expiry of _____ days of subsequent month.
 - a. 10
 - b. 20
 - c. 30
 - d. 60
 - 7 In which plan/scheme bonus paid to a worker is equal to 50% of time saved multiplied by rate per hour?
 - a. Rowan Plan
 - b. Barth Scheme
 - c. Bedaux Plan
 - d. Halsey Plan
 - 8 If employee has worked for atleast _____ days in that accounting year shall be eligible for bonus.
 - a. 15
 - b. 30
 - c. 45
 - d. 60

Q.2 Long Questions. (Any Two)

**40
Marks**

1. Explain in detail types and theories of wage.
2. Give brief overview of various laws related to wage.
3. Elaborate different kinds of wage incentives plans.
4. Define Compensation and explain in detail factors influencing compensation.

**20
marks
20
marks
20
marks**

Q.2 Write Short Notes. (Any Two)

**22
Marks
11
Marks
11
Marks
11
Marks**

1. Concept of Wages
2. Types of compensation management
3. Pay roll management
4. Bonus

