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CT No.

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Sardar Patel University

MSW-HR IIIrd semester Examination

Subject: PA03ESHR26 Wage and Salary Administration

Day, Date & Time: Friday, 2/11/2018, 10.00 am to 1.00 pm: Total 70 marks

Section A

Q.1 Multiple Choice questions. Attempt all the questions. Choose correct answer from the options given below the questions. 10 marks

- 1 Surplus value theory was propounded by _____.
a. Karl Marx b. Adam Smith c. David Ricardo d. None
- 2 Cash wages refer to the wages paid to the labourer in terms of _____.
a. Kind b. Money c. Time d. Contract
- 3 If workers are paid wages more than subsistence level, workers' number will _____ and, as a result wages will come down to the subsistence level.
a. Remain same b. decrease c. increase d. None
- 4 Which of the following is not an indirect compensation?
a. Hospitalisation b. Insurance c. retirement benefits d. Bonus
- 5 In _____, 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. Hasley Plan
- 6 _____ allowance facilitates the employee to go their hometown or places for relaxation.
a. Leave Travel Allowance b. Dearness Allowance c. Underground Allowance d. Shift Allowance
- 7 Consumer Price Index measures changes in the price level of _____ and _____ purchased by households.
a. market basket of consumer goods and services b. inflation and price rise c. demand and supply of employees d. None of these
- 8 According to the National Commission of Labour, _____ are extra financial motivation.
a. Wage b. Wage incentives c. Dearness allowance d. None of these
- 9 The full form of CTC is _____.
a. Cost To Company b. Cost To Country c. Company To Cost d. None
- 10 In Residual Claimant Theory, once all other three factors are rewarded what remains left is paid as wages to _____.
a. Worker b. Land c. Capital d. None

Long Questions. Answer the following questions in detail.

- Q.2 Define wage and explain its theories in detail. 15 marks
- Or
- Q.2 Write in detail pay roll management and its deduction with suitable examples. 15 marks
- Q.3 Explain compensation management. Discuss the types of compensation management. 15 marks
- Or
- Q.3 Enumerate different kinds of wage incentive plans. 15 marks

Section B

- Q.4 Explain the objectives and factors influencing compensation. 15 marks
- Or
- Q.4 Explain any four labour legislations having impact on the compensation. 15 marks
- Q.5 Write Short Notes (Any 2 out of 4) 15 marks

- Cost to company
- National Wage Policy
- Types of wages
- Wage determination