

MANAGEMENT PROGRAMME

Term-End Examination

June, 2020

**MS-27 : (PRE-REVISED) : WAGE AND
SALARY ADMINISTRATION**

**MS-27 : (REVISED) : COMPENSATION
AND REWARDS MANAGEMENT**

Time : 3 Hours

Maximum Marks : 100

Weightage : 70%

Note : (i) There are two Sections—Section A is for the students who have registered for this course prior to July, 2017. Section B is for the students who have registered for this course July, 2017 onwards.

(ii) Attempt any five questions. Each question carries 20 marks.

Section—A

(Pre-Revised)

1. Explain the concept of compensation. Describe the responsibilities of the management regarding the compensation programme.

2. Explain the need and purpose of allowances and fringe benefits given to the employees in an organization. Discuss with suitable examples.
3. Describe different methods of wage determination. Discuss why collective bargaining is superior to other methods of wage determination.
4. Explain, what is performance linked reward system. Discuss various steps involved in designing a performance linked reward system.
5. Explain the concept of Tax Planning. Distinguish between Tax Planning Tax Avoidance.
6. Discuss the requirements of the Payment of Wages Act, 1936 in respect of payment of wages. Describe the various deductions under the Act.
7. Explain the concept of job evaluation. Discuss any *two* methods of job evaluation.

8. Write short notes on any *two* of the following :
- (a) Time and piece rate system of wage payment
 - (b) Downsizing
 - (c) Stock options

Section—B

(Revised)

1. Discuss the role of compensation and rewards in an organization. Describe the management responsibilities regarding the compensation management programme.
2. Describe the framework for compensation policy at macro and micro level. Discuss, why and how pay design should be linked to organization and job design.
3. Explain the definition of wages under various labour legislations. Discuss, how minimum wage differs from need based minimum wage.
4. Explain the International Labour Standards on wages. Briefly describe the norms for fixation of wages.

5. Discuss, how claims are made under the Payment of Wages Act, 1936. Explain can the fine be deducted from wages of an employed person ? If so, subject to what condition ?
6. Discuss the relevant provisions contained in the Minimum Wages Act, 1948. Describe the procedure for fixation of minimum wages.
7. Discuss how the Provident Fund Scheme is administered under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 ? Explain the salient features of the pension scheme.
8. Describe the components of the traditional pay structure. Discuss the factors which have contributed for the emergence of new pay structure.