

MS-27

Management Programme

**ASSIGNMENT
SECOND SEMESTER
2017**

MS – 27: Wage and Salary Administration



**School of Management Studies
INDIRA GANDHI NATIONAL OPEN UNIVERSITY
MAIDAN GARHI, NEW DELHI – 110 068**

ASSIGNMENT

Course Code	:	MS - 27
Course Title	:	Wage and Salary Administration
Assignment Code	:	MS-27 /TMA/SEM - II/2017
Coverage	:	All Blocks

Note 1: Attempt all the questions and submit this assignment on or before 31st October, 2017 to the coordinator of your study centre.

Note 2: Those students who have registered prior to July, 2018 semester will attempt assignment MS-27 and those who have registered after July, 2018 semester will attempt MS-27 (Revised).

1. Explain the considerations for compensation policy at macro level. Discuss the practical difficulties in implementation by giving examples from an organisation you are familiar with.
2. Explain the role played by the International Labour Organisation on wage fixing machinery, protection of wages and equal pay for equal work. Describe the norms for fixation of wages. What do you understand by capacity to pay on Industry-cum-region basis?
3. Define job evaluation and describe methods and systems of job evaluation. "Job evaluation is not a scientific but as systematic procedure". Explain it.
4. Explain the various individual and group incentive plans and their respective merits and demerits. Describe the incentive scheme being followed in your organisation or any organisation you are familiar with.
5. Explain the concept of Tax Planning. What is the distinction between tax planning and tax avoidance? Describe the allowances qualify for tax relief.

