

**SVKM'S NMIMS UNIVERSITY  
SCHOOL OF DISTANCE LEARNING**

Programme: PGDHRM-IV

**Subject: Wage and salary administration**

Date: 31-05-09  
(3.00pm-6.00pm)

**Marks: 100**

**Time : 3 hrs**

**Instructions:** Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer Book, which is provided for their use.

**NB:**

1. Question No. 1 is COMPULSORY
2. Answer any 4 from the remaining 7 questions.
3. Answer to each new question to be started on a fresh page.
4. All questions carry equal marks

- 1) What are the steps involved in designing an incentive scheme. What are the merits and demerits of group incentives ? Design an elaborate incentive scheme for any one of the following :
  - a) Insurance agent
  - OR
  - b) FMCG Sales executive in a showroom
  
- 2) Explain the following with reference to the Minimum Wages Act, 1948
  - a) Purpose of the Minimum Wages Act, 1948
  - b) Procedure for fixing and revising minimum wages
  - c) Maintenance of records and display of notices
  - d) Claims and procedure
  
- 3) What do you understand by the term 'Job evaluation' ? Elaborate on the step-wise procedure of job evaluation. Explain the 'decision band method' of job evaluation.

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Wage and salary administration (Contd)

- 4) Explain the following with reference to the Payment of Bonus Act, 1965
- a) Set-on and set-off of allocable surplus
  - b) Eligibility for bonus
  - c) Disqualification for bonus
  - d) Time-limit for payment of bonus.
- 5) What are the reasons for downsizing ? Suggest measures in minimize job losses. What will be your approach to deal with worker-redundancy ?
- 6) Explain in detail the term competency based compensation ? Differentiate between the Traditional V/s Competency based model. Describe any one of the following competencies across the four career stages
- a) Communication  
OR
  - b) Teamwork
- 7) Explain 'minimum wages', living wages' and 'fair wages'. Explain the following wage theories :
- ERG theory
  - Expectancy theory
  - Equity theory
- 8) Write short notes on : (any four)
- a) Friedrich Herzberg's two factor theory
  - b) Fringe benefits
  - c) Levels of collective bargaining and trends in collective bargaining
  - d) Point rating method of job evaluation
  - e) Subsistence theory of wages
  - f) Types of compenation surveys

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