

M.H.R.D. (Semester—IV) Examination
WAGE AND SALARY ADMINISTRATION
Paper—MHRD/402

Time : Three Hours]

[Maximum Marks : 80

Note :—(1) Attempt **ALL** questions.

(2) Figures to the right indicate full marks.

1. (a) Explain need, objectives and principles of wage & salary administration. Distinguish between minimum wage & fair wage. 16

OR

- (b) Discuss different wage theories in detail and their usefulness in present scenario. 16
2. (a) What do you understand by wage differentials ? Discuss wage differentials as corollary of factor differentials and social programming regarding wages. 16

OR

- (b) Explain causes of wage inequality. Discuss organisational wage structure. 16
3. (a) Explain prerequisites for wage standardization. 4
- (b) Explain the term wage determination. 4
- (c) Define the term wage board. 4
- (d) Explain the role of trade union in wage determination. 4

OR

- (e) Explain the functions of wage board. 4
- (f) What do you understand by wage standardization ? 4
- (g) What do you understand by wage and wage rate determination ? 4
- (h) Explain the need for rational wage structure in brief. 4
4. (a) What do you mean by wage incentives ? 4
- (b) What are the objectives of fringe benefits ? 4
- (c) What do you mean by performance appraisal and explain its importance. 4
- (d) What is the need of performance appraisal ? 4

OR

- (e) 'Fringe benefits are more beneficial to higher level managers than workers'. Do you agree ? Justify your answer. 4
- (f) Differentiate between bonus and incentives. 4
- (g) Discuss 360° performance appraisal method. 4
- (h) Explain the need and objectives of fringe benefits. 4

5. (a) 'Wage and compensation is one and the same' – comment. 4
(b) Explain the term performance link system. 4
(c) What are the general practices regarding wage and salary administration in India ? 4
(d) What do you mean by compensation policy ? 4

OR

- (e) Discuss in brief International practices regarding wage and salary administration. 4
(f) What do you mean by compensation ? 4
(g) Share in brief Indian experiences regarding wage & salary administration. 4
(h) What do you mean by performance link system ? 4