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SEAT No. \_\_\_\_\_

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# SARDAR PATEL UNIVERSITY

## MSW (HR)-III<sup>rd</sup> SEMESTER EXAMINATION- 2017

Subject: Wage & Salary Administration

Date: 11/11/2017

Day: Saturday

Subject Code: PA03ESHR16

Time: 02:00pm to 05:00pm

Total Marks: 70

### SECTION-I

#### Q. 1 Multiple Choice based Questions

(10)

1. Compensation can be \_\_\_\_\_ benefits.
  - a. Monetary
  - b. Non-monetary
  - c. Both 'a' and 'b'
  - d. None of the above
  
2. \_\_\_\_\_ are also called 'payments by results'.
  - a. Allowances
  - b. Claims
  - c. Incentives
  - d. Fringe Benefits
  
3. Incentives depends upon \_\_\_\_\_.
  - a. Productivity
  - b. Sales
  - c. Profits
  - d. All of the above
  
4. Which of the following factor influence(s) employee compensation?
  - a. Labour market
  - b. Cost of living
  - c. Labour unions
  - d. All of the above
  
5. \_\_\_\_\_ ensure that the employees get an income which is sufficient for meeting their present & future necessities and contingencies.
  - a. Real wages
  - b. Minimum wages
  - c. Living wages
  - d. None of the above
  
6. Performance based annual bonuses are an example of \_\_\_\_\_.
  - a. Base salary
  - b. Short term incentive plan
  - c. Long term incentive plan
  - d. All of the above

①

(P.T.O.)

7. Wages which are usually positioned above the minimum wages but below the living wages are described as \_\_\_\_.
- Real wages
  - Fair wages
  - Minimum wages
  - Living wages
8. Payment of cash rewards for the work extracted from the employee is normally called \_\_\_\_.
- Direct compensation
  - Indirect compensation
  - Non monetary compensation
  - None of the above
9. CPI stands for \_\_\_\_.
- Customer price index
  - Consumer price index
  - Consumer product index
  - Central price index
10. Direct compensation includes which of the following \_\_\_\_.
- Flexible benefits
  - Long-term incentive pay
  - Workers' Compensation
  - Unpaid leave

Q.2 What is Wage? Discuss the theories of wages in detail. (15)

OR

Q.2 Write a detailed note on Factors influencing Compensation.

Q.3 Discuss the Laws relating to Minimum Wage & Equal Remuneration. (15)

OR

Q.3 Write a detailed note on Different Pay Structure.

## SECTION-II

Q.4 Explain the concept of Wage Incentives & kinds of Wage Incentive Plans. (15)

OR

Q.4 Discuss the types of Compensation management.

Q.5 Write Short-notes (Any Two) (15)

- Types of Wages
- Objectives of Compensation
- Regulation of Minimum Wage & Equal Remuneration
- Computation of CPI