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Total number of printed pages – 2

MBA
MGT 303C

Third Semester Regular Examination – 2014

COMPENSATION AND REWARD MANAGEMENT (CRM)

BRANCH : MBAR

QUESTION CODE : H 419

Full Marks – 70

Time : 3 Hours

Answer Question No. 1 which is compulsory and any **five** from the rest.
The figures in the right-hand margin indicate marks.



1. Answer the following questions : 2 × 10
 - (a) Who is responsible for wage and salary Administration ?
 - (b) What in Incremental System ?
 - (c) What are the steps to be taken while designing a pay structure ?
 - (d) Define Debt Method.
 - (e) What is PBR ?
 - (f) What is Real Wage ?
 - (g) Why Fringe Benefits are given ?
 - (h) What is called scheduled employments ?
 - (i) Define adjudication.
 - (j) What are the Acts usually included under Wage Legislation in India ?
2. What are the various components of Industrial Wage Structure ? 10
3. Discuss briefly the major allowances give by employers to employees under different settlements. 10

P.T.O.

4. What are the various types of wage differentials ? 10
5. What are the aims and objective of wage and salary programme ? 10
6. Discuss the basic principles for setting up an effective reward system in an organization. 10
7. In a factory, output observed is as under :
- | | | |
|--------|---|-----------|
| Ashis | – | 300 Units |
| Suman | – | 500 Units |
| Hemant | – | 400 Units |

Standard is set at 400 units. The workers work for 48 hours in a week. Rate per hour is Rs.4/- and high piece rate is 50 paise per Unit. Calculate earnings of workers. 10

8. Write short notes on any two of the following : 5×2
- (a) Executive compensation
 - (b) Wage Boards
 - (c) Job Evaluation.

