

## **MBA 3rd Semester Examination, 2023**

### **MBA**

*(Compensation and Rewards Management)*

**PAPER – MBA-308(D)(New)**

*Full Marks : 80*

*Time : 3 hours*

*The figures in the right hand margin indicate marks*

*Candidates are required to give their answers in their own words as far as practicable*

**PAPER – MBA-308(D)**

**GROUP – A**

Answer any **eight** questions of the following : 5 × 8

1. Explain the concept of 'Iron Law of Wages'.
2. State the importance of the Economic Theories of Wages.

3. Discuss different types of reward management.
4. Write a short note on 'Wage Board'.
5. Which factors are considered to form a sound wage policy ?
6. State the factors that affect the demand and supply of labour.
7. Make a comparison among living wage, fair wage and minimum wage.
8. Explain the concept of "set on" and "set off" principles under the Payment of Bonus Act, 1965.
9. Discuss the various components of compensation.
10. Explain different types of allowances.

11. State the advantages and disadvantages of time rate system of wage payment.
12. What is wage differential ? Which factors affect the wage differential. 2 + 3

**GROUP-B**

Answer any **four** questions of the following : 10 × 4

13. Explain in detail the "Surplus Value Theory" and "Residual Claimant Theory" of wages. 5 + 5
14. Discuss the various methods of Job Evaluation. 10
15. (a) Explain Minimum Rate of Wages (Section 4) under the Minimum Wages Act, 1948".
- (b) Discuss the Offence and Punishment under the "Equal Remuneration Act, 1976". 5 + 5

16. Discuss the roles of Pay Commission, Market Rate Analysis, and Collective Bargaining in wage determination.  $3\frac{1}{2} + 3\frac{1}{2} + 3$
17. T-Time taken, R-Rate of wage, S-standard time, where S = 10 Hrs, R = Rs. 50, T = 6 Hrs, Calculate total wages under Halsey Plan, Rowan Plan, Bedeaux Plan, Emerson's Efficiency Plan and find in which system workers are getting maximum wages.
18. Discuss the concept of unemployment and underemployment. Classify different types of Labour market as per Clark's classification.  $5 + 5$
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