SET A

BBA LLB
FIFTH SEMESTER
HUMAN RESOURCE MANAGEMENT-V
BBLB – 502

[USE OMR FOR OBJECTIVE PART]

Duration: 3 hrs. **Full Marks: 70**

(Objective)

Time: 30 min. **Marks: 20**

Choose the correct answer from the following: ***1×20=20***

1. The statutory authority responsible for fixing minimum wages in India is called:
   a. Wage Board
   b. Payment Commission
   c. Appropriate Government
   d. Labor Union

2. Pay Commissions in India mostly deal with
   a. Minimum wages in unorganized sector
   b. Wage structures of government employees
   c. Wage fixation in private sector
   d. Daily wage workers' pay

3. What is the role of the appropriate government under the Minimum Wages Act, 1948?
   a. To decide how much tax to levy on wages
   b. To fix the minimum wages for scheduled employments
   c. To regulate the retirement age of workers
   d. To supervise work hours in factories

4. Which case established that paying below the minimum wage constitutes "forced labor"?
   a. Crown Aluminium Works v. Their Workmen
   b. Sanjit Roy v. State of Rajasthan
   c. Express Newspapers Pvt. Ltd. v. Union of India
   d. All India Bank Employees' Association v. RBI

5. Which of the following is NOT a component typically included in the calculation of minimum wage under Indian law?
   a. Basic wage
   b. Cost of living allowance (Dearness Allowance)
   c. Employer's profit
   d. Cash value of concessions

6. According to the Residual Claimant Theory, residual claimants are entitled to:
   a. Fixed salaries
   b. Residual profits after all costs are paid
   c. Fixed bonuses
   d. Pre-determined allowances

7. The Exploitation Theory focuses on:
   a. Employers exploiting workers by paying less than the value of their work
   b. Equal payment for all workers
   c. Wage increases based on seniority
   d. Social security benefits

8. Bargaining Theory states that wages are determined by:
   a. Government regulations
   b. Negotiations between workers and employers
   c. Population growth rate
   d. Inflation rate

9. Basic wage is generally defined as-
   a. Wage paid without any additions or allowances
   b. Wage including dearness allowance
   c. Total salary with bonuses
   d. Overtime payment

10. Dearness Allowance (DA) is paid to compensate for:
   a. Living cost adjustments due to inflation
   b. Overtime work
   c. Performance incentives
   d. Special skills

11. Fringe benefits are provided to employees to:
   a. Enhance employee satisfaction and welfare
   b. Reduce wages
   c. Encourage absenteeism
   d. Replace basic wage

12. Which of the following is not a type of fringe benefit?
   a. Medical insurance
   b. Paid holidays
   c. Basic salary
   d. Pension plans

13. Types of bonuses include:
   a. Productivity bonus, attendance bonus, festival bonus
   b. Basic wage, Overtime wage
   c. Dearness allowance only
   d. Fringe benefits only

14. Occupational wage differentials arise due to differences in:
   a. Skills required for the job
   b. Age of the employee
   c. Marital status
   d. Residential location

15. Inter-industry wage differentials occur because:
   a. Different industries pay different wages for similar work
   b. Same wages in all industries
   c. Government fixes uniform wages
   d. No wage differences exist

16. Job evaluation is the process of:
    a. Assessing the relative worth of jobs in an organization
    b. Evaluating employee performance
    c. Deciding wages based on tenure only
    d. Salary negotiation between employee and employer

17. Which method of job evaluation involves ordering jobs from highest to lowest?
    a. Ranking method
    b. Classification method
    c. Point method
    d. Factor comparison method

18. The concept of 'Need-Based Minimum Wage' in India includes which of the following components?
    a. Only basic survival needs like food, shelter, and clothing.
    b. Food, clothing, shelter, and medical care, along with provisions for social obligations.
    c. A wage that is above the minimum wage but does not consider any other social factors.
    d. Wages calculated solely based on the employer's financial condition.

19. What is the key difference between a 'Living Wage' and a 'Fair Wage'?
    a. A living wage ensures survival, while a fair wage ensures a decent lifestyle
    b. A living wage provides enough for survival and comfort, while a fair wage balances worker needs and the employer's ability to pay.
    c. A fair wage is set by industry standards, while a living wage is set by government policies.
    d. There is no difference; both terms mean the same.

20. According to the wage-fund theory, what determines the wages of workers?
    a. The amount of capital available to the employer.
    b. The individual bargaining power of each worker.
    c. The labor laws in the region.
    d. The market demand for labor.

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Descriptive

Time : 2 hrs. 30 min. **Marks : 50**

[Answer question no.1 & any four (4) from the rest]

1. Define the concept of wages and explain the significance of the Minimum Wages Act, 1948 in protecting workers in India. **3+7=10**

2. What is the significance of the case 'Crown Aluminium Works v. Their Workmen' in relation to wages? **10**

3. Compare and contrast *Minimum Wage*, *Living Wage*, and *Fair Wage* in the context of Indian labor legislation and societal needs. **10**

4. Discuss the Modern Theory of Wages. Explain the influence of Labor Market Conditions (e.g., supply and demand, bargaining power, and labor unions) on wage determination. **5+5=10**

5. Explain the roles and functions of the Pay Commission and Wage Boards in the determination of wages and salaries in India **5+5=10**

6. Explain the need and objectives of providing Fringe benefits to employees. **5+5=10**

7. Explain the occupational and skill differentials in wage structure? **5+5=10**

8. What is JobEvaluation? Describe its main concepts and key features that make it a useful tool in wage determination. **3+7= 10**

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