

**MASTER OF BUSINESS ADMINISTRATION
FOURTH SEMESTER
COMPENSATION MANAGEMENT & WELFARE LAWS
MBA – 403B**

**SET
A**

[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 3 hrs.

Full Marks: 70

Time: 30 mins.

(Objective)

Marks: 20

Choose the correct answer from the following:

1 × 20 = 20

1. Which of the following is not covered by the extramural welfare benefit of employees?
 - a. Housing facility
 - b. Drinking water facility
 - c. Cooperative society
 - d. None of the above
2. Fringe benefit can be considered as.....
 - a. Membership benefit
 - b. Performance benefit
 - c. Productive benefit
 - d. All of the above
3. What is the maximum duration to revise the Wage Board committee?
 - a. 1 year
 - b. 10 years
 - c. 5 years
 - d. None of the above
4. Which of the following component is not a part of Employee Welfare?
 - a. Salary
 - b. Travel Allowance
 - c. Dearness Allowance
 - d. None of the above
5. "Residual Claimant Theory of Wage" was propounded by.....
 - a. Walker
 - b. Adam Smith
 - c. K. Marx
 - d. None of the above
6. Which of the following is the unique characteristic of Executive compensation plan?
 - a. Performance based incentive plan
 - b. Yearly Incentive plan
 - c. Introduction of motivational element in salary
 - d. All of the above
7. In which of the following incentive method, the total incentive is divided between employee and supervisor at certain ratio?
 - a. Halsey
 - b. Rowan
 - c. Emerson
 - d. Bedeux
8. Which of the following is correct with Flexi time schedule?
 - a. It gives motivation
 - b. It gives the balance between personal life and professional life
 - c. The best resources can be achieved
 - d. All of the above

9. Which of the following is correct with Expatriate and Repatriate pay?
 - a. Expatriate is good than Repatriate pay
 - b. Both are good
 - c. Repatriate pay is good than Expatriate
 - d. Both are not good.
10. Which of the following is not a type of wage differentials?
 - a. Geographical
 - b. Biological
 - c. Organisational
 - d. All of the above
11. What is the maximum percentage of giving bonus to employees as per the Payment of Bonus Act, 1965?
 - a. 12%
 - b. 20%
 - c. 10%
 - d. 8.33%
12. Within how many days the concerned authority is responsible to give the payment of employees if the organisation is having more that 1000 no. of employees in the organisation?
 - a. Before the expiry of 5th day of the next month
 - b. Before the expiry of 7th day of the next month
 - c. Before the expiry of 3rd day of the next month
 - d. Before the expiry of 10th day of the next month
13. What is the maximum authorised deduction in the name of fine in a wage period?
 - a. 3%
 - b. 5%
 - c. 4%
 - d. 6%
14. What percentage of Available surplus is considered as Allocable surplus in giving bonus?
 - a. 20 %
 - b. 50%
 - c. 30 %
 - d. 60%
15. What is the maximum total authorised deduction of wages in a wage period according to the Payment of Wages Act, 1936, if there is no cooperative society?
 - a. 25%
 - b. 50%
 - c. 3%
 - d. None of the above
16. In calculation of Gratuity how many days' wage is considered in a wage period?
 - a. 30 days
 - b. 15 days
 - c. 31 days
 - d. None of the above
17. Which of the following statement is correct with Provident Fund scheme?
 - a. In Provident Fund scheme both Employees and employers have equal contribution
 - b. In Provident Fund scheme both Employees and employers have not equal contribution
 - c. In Provident Fund scheme Employees have more percentage of contribution than employer
 - d. None of the above

18. Which of the following is the condition where employer is not liable to give any compensation for accident during working hour?
- a. If the employee commit any accident while he was in work with proper safety mode
 - b. If the employee is found under alcoholic condition
 - c. If the employee was not involved in any riotous activity
 - d. None of the above
19. Which of the following is a social security benefit act?
- a. The Payment of Bonus Act
 - b. The Workmen Compensation Act
 - c. The Payment of Gratuity Act
 - d. None of the above
20. Which of the following statement is correct with Gratuity?
- a. It is given at the time of Retirement
 - b. It is old age benefit scheme
 - c. It is given at the time of accident in organisation
 - d. All of the above

(Descriptive)

Time : 2 Hr. 30 Mins.

Marks : 50

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

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| 1. Discuss any three theories of Wages. | 10 |
| 2. What do you mean by Expatriate and Repatriate Pay? Discuss the different elements of the Executive Compensation plan. | 4+6=10 |
| 3. Define Employee Welfare. Discuss on Rationale of Employee Welfare. Discuss the various components of the Compensation system in India. | 1+4+5=10 |
| 4. With what objectives the Payment of Wages Act, 1936 was enacted? What are the authorised deductions that can be done by management according to the act? | 5+5=10 |
| 5. Discuss the various individual incentive plans which are normally followed in Indian organisation. | 10 |
| 6. Discuss the various conditions where employer is liable to give compensation to workmen according to the Workmen Compensation Act, 1923. Under what conditions the employer is not liable to give any compensation to workmen according to the Workmen Compensation Act, 1923? | 5+5=10 |
| 7. How Bonus is calculated? Discuss the Set on and Set off condition of organisation | 5+5=10 |
| 8. Discuss the Payment of Gratuity Act, 1972 in terms of objectives, coverage, calculation and condition of forfeiture. | 2+2+2+4=10 |

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