

BA LLB
FIFTH SEMESTER
HUMAN RESOURCE MANAGEMENT- V
BBLB-502
[USE OMRI FOR OBJECTIVE PART]

Duration: 3 hrs.

Full Marks: 70

Time: 30 min.

Marks: 20

Choose the correct answer from the following:

$$1 \times 20 = 20$$

1. Which of the following is NOT considered a component of wages?
 - Basic Wages
 - Overtime Wages
 - Dearness Allowance
 - Employee Stock Options
2. What is the primary basis for determining wage fixation in an organization?
 - Employee performance reviews
 - Market rates and labor demand
 - Industry norms and minimum wage
 - Time rate wages and efficiency-based wages
3. What is the main purpose of a Dearness Allowance (DA)?
 - To provide overtime compensation
 - To neutralize the impact of inflation on the employee's real income
 - To provide additional compensation for holidays
 - To compensate employees for night shifts
4. According to ILC in 1957, The Minimum Food Requirements of an Average Indian Adult is-
 - 2500 calories
 - 2700 calories
 - 2200 calories
 - 1700 calories
5. What is the key difference between a statutory minimum wage and a fair wage?
 - A fair wage is legally mandated
 - A statutory minimum wage includes allowances for education and healthcare
 - A statutory minimum wage is legally binding, while a fair wage is often negotiated
 - A fair wage is always lower than a statutory minimum wage
6. The wage theory that suggests wages tend to gravitate towards the minimum level necessary for workers to survive is called-
 - Wage Fund Theory
 - Marginal Productivity Theory
 - Exploitation Theory
 - Subsistence Theory
7. Dearness Allowance (DA) is primarily meant to compensate employees for what?
 - Overtime work
 - Medical expenses
 - The impact of inflation on living costs
 - Travel expenses

8. In India, how is overtime work generally compensated under the Factories Act, 1948?

- a. At the regular wage rate
- b. At half the normal wage rate
- c. At twice the normal wage rate
- d. With compensatory time off only

9. Which of the following is considered a fringe benefit-

- a. Basic salary
- b. Health insurance
- c. Overtime wages
- d. Dearness allowance

10. What is the primary objective of providing fringe benefits?

- a. To reduce the base salary
- b. To improve employee retention and well-being
- c. To avoid paying overtime
- d. To increase the workweek hours

11. What is the primary cause of occupational wage differentials?

- a. Variation in market supply and demand
- b. Differences in productivity between workers in different occupations
- c. Wage policies set by the government
- d. Regional variations in employment

12. What factor most commonly leads to skill-based wage differentials?

- a. Education and training levels required for different jobs
- b. Regional differences in the cost of living
- c. Industry profitability
- d. Collective bargaining agreements

13. What primarily causes wage differentials between industries (inter-industry differentials)?

- a. Differences in product demand and profitability across industries
- b. Variations in the minimum wage laws
- c. Regional location of industries
- d. Union presence

14. What can cause wage differentials within the same industry (intra-industry differentials)?

- a. Differences in firm size and profitability
- b. Regional government policies
- c. Differences in basic wage levels
- d. Number of employees in each firm

15. Geographical wage differentials primarily arise due to

- a. Differences in the cost of living in various regions
- b. Educational attainment of the workforce
- c. Legal requirements across states
- d. Unionization rates in different regions

16. What is the primary purpose of job evaluation?

- a. To determine how much work an employee does
- b. To establish a fair pay structure based on job responsibilities.
- c. To measure employee performance over time
- d. To determine bonuses for employees

17. Which of the following is NOT a method of performance appraisal?
 - a. Self-assessment
 - b. Confidential reports
 - c. Job evaluation
 - d. Rating scales
18. Which method of job evaluation assigns jobs into predetermined classes or grades?
 - a. Ranking method
 - b. Grading method
 - c. Factor comparison method
 - d. Point rating method
19. What is the primary focus of the ranking method in job evaluation?
 - a. Comparing jobs with market standards
 - b. Listing jobs from highest to lowest based on their overall performance
 - c. Using a set of predetermined factors to evaluate jobs
 - d. Establishing training programs for employees
20. Which of the following is a traditional technique of job evaluation?
 - a. Self-assessment
 - b. Point method
 - c. 360-degree appraisal
 - d. Confidential report

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(Descriptive)

Time : 2 hrs. 30 min.

Marks : 50

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

1. Explain the differences between Wage Boards and Pay Commissions in India . What roles do they play in determining wage structures in different sectors? 5+5=10
2. Explain in detail the objectives and principles of Wage and Salary Administration. 10
3. Discuss the main principles of the Subsistence Theory of Wages, its key concepts, and criticisms. 10
4. Define wages. Distinguish between Nominal Wage and Real Wage. 5+5=10
5. Discuss the key concepts of Marx's Exploitation Theory, including surplus value and class conflict 10
6. What are fringe benefits, and how do they contribute to employee retention and well-being? 10
7. Explain the difference between inter-industry and intra-industry wage differentials with examples 10
8. Define job evaluation. Discuss how job evaluation helps employers in structuring wages and how it benefits employees in terms of fair pay 10

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