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Roll No. ....

## BBA-603(H2)

**B. B. A. (SIXTH SEMESTER)**

**MID SEMESTER**

**EXAMINATION, April, 2023**

**WAGES AND SALARY ADMINISTRATION**

**Time : 1½ Hours**

**Maximum Marks : 50**

**Note :** (i) Answer all the questions by choosing any *one* of the sub-questions.

(ii) Each sub-question carries 10 marks.

1. (a) Explain the concept of wages. How is it different from salaries ? Justify your answer with ten points of differences and supporting example. (CO1)

OR

- (b) Define the concept of incentive schemes. Discuss its advantages in detail. (CO1)

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(2) . BBA-603(H2)

2. (a) Identify is the main aim of the Employees' Provident Fund, 1952 ? What are the benefits provided under this Scheme ?  
(CO2)

OR

- (b) Write a short note on the following :  
(CO2)
- (i) Gratuity  
(ii) Fringe Benefits

3. (a) Analyze the limitations of modern incentives schemes. Also list out the suggestions you would like to make for improvement.  
(CO3)

OR

- (b) Examine briefly the powers which the Government can exercise under the Minimum Wage Act, 1948. (CO3)
4. (a) Measure the various issues in compensation which an organization confronts  
(CO4)

(3)

OR

- (b) Determine the purpose of employee of employee benefits. Also discuss different types of employee benefits. (CO4)
5. (a) Construct the acts amount to contravention of the Payment of Wages Act, 1948. What penalties are prescribed for the offence ?  
(CO5)

OR

- (b) Suppose your organization's recently completed compensation survey showed that pay rates of several jobs were either less than what they should be. How do you bring these jobs "into line" ? (CO5)