

H

Roll No.

BBA-603(H2)

B. B. A. (SIXTH SEMESTER)

END SEMESTER

EXAMINATION, June, 2023

WAGES AND SALARY ADMINISTRATION

Time : Three Hours

Maximum Marks : 100

Note : (i) All questions are compulsory.

(ii) Answer any *two* sub-questions among (a), (b) and (c) in each main question.

(iii) Total marks in each main question are **twenty**.

(iv) Each sub-question carries 10 marks.

1. (a) Define the term Remuneration and its theories. (CO1)

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(2)

BBA-603(H2)

- (b) Define the role of compensation and reward in an organization with suitable examples. (CO1)
- (c) Define monetary and non-monetary benefits with suitable examples. (CO1)
- 2. (a) What are the various methods for fixation and revision of minimum wages under the Minimum Wages Act, 1948 ? (CO2)
- (b) Explain the main provisions of Bonus Act, 1965 ? What is the condition for the eligibility of receiving bonus ? When is an employee disqualified from receiving bonus ? (CO2)
- (c) Explain the main schemes under Provident Fund and Miscellaneous Provision Act, 1952 ? What establishment may be exempted from the operation of the employee's Provident fund Schemes. (CO2)
- 3. (a) Explain how to design an effective incentive system. (CO3)

(3)

- (b) Explain term Incentives. Define the different types of incentives schemes. (CO3)
- (c) Write a short note on Incentive schemes in Indian Industries. (CO3)
- 4. (a) Explain Fringe benefits, its principles with the help of suitable examples. (CO4)
- (b) What are the guidelines to make benefit programmes more effective ? (CO4)
- (c) Why proper administration and communication is required for benefits in an organization. Give examples. (CO4)
- 5. (a) Define Tax Planning. Why is tax planning required ? (CO5)
- (b) What are the current trends in compensation and reward management ? (CO5)
- (c) Explain in detail the Compensation Policy. (CO5)

BBA-603(H2)

300