



Term Evaluation (Even) Semester Examination March 2025

Roll no.....

Name of the Course: BBA

Semester: VI

Name of the Paper: Wage and Salary Administration

Paper Code: BBA 603 H2

Time: 1.5 hour

Maximum Marks: 50

Note:

- (i) Answer all the questions by choosing any one of the sub-questions
- (ii) Each question carries 10 marks.

Q1.

- a. Define the term 'Wage'. Differentiate between Wage and Salary.

(10 Marks) (CO 1)

OR

- b. List out the various components of remuneration with special emphasis on the importance of incentives.

Q2.

- a. Describe in detail the wage policy of India

(10 Marks) (CO 2)

OR

- b. Identify and elaborate on the key factors that determine employee compensation packages within an organizational setting.

Q3.

- a. Outline the key components of an incentive scheme that could be implemented to improve employee productivity in a manufacturing firm

OR

- b. How would you, as an HR manager, design a compensation system that ensures internal and external equity ?

Q4.

- a. Analyze the provisions and implementation of the Provident Fund Act 1952, assessing its ability to ensure a stable post-retirement income for workers in India.

OR

- b. Discuss the moral and ethical dimensions of determining executive pay packages, including issues of fairness, transparency, and accountability in the corporate world

Q5.

- a. Design a strategic remuneration framework that integrates with the business objectives of a technology start-up, prioritizing innovation, growth, and employee engagement while ensuring market competitiveness.

OR

- b. Critically evaluate the economic and motivational theories that underlie wage determination, and discuss their practical applications in managing employee rewards and motivation.