



End Term (Even) Semester Examination May-June 2025

Roll no.....

Name of the Program and semester: BBA VI
Name of the Course: Wage and Salary Administration
Course Code: BBA 603 H2
Time: 3 hour

Maximum Marks: 100

Note:

- (i) All the questions are compulsory.
- (ii) Answer any two sub questions from a, b and c in each main question.
- (iii) Total marks for each question is 20 (twenty).
- (iv) Each sub-question carries 10 marks.

Q1.

(2X10=20 Marks) CO1

- a. Define the terms wages and salary. How are they different from each other?
- b. Explain the key differences between monetary and non-monetary benefits with suitable examples.
- c. Enlist the factors influencing employee remuneration in a multinational corporation setting.

Q2.

(2X10=20 Marks) CO2

- a. Summarize the main provisions of the Payment of Wages Act, 1936 and its relevance in modern industry.
- b. Discuss the types of incentive schemes and their applicability in Indian manufacturing industries.
- c. Differentiate between fringe benefits and employee services. Provide relevant examples.

Q3.

(2X10=20 Marks) CO3

- a. Apply the behavioural theory of remuneration to explain why two employees in similar roles may receive different pay.
- b. Design a group incentive plan for a team of indirect workers in a textile industry.
- c. Develop a compensation policy framework for a start-up company aiming to attract and retain tech talent in a competitive market.

Q4.

(2X10=20 Marks) CO4

- a. Analyze the challenges in administering and communicating employee benefits in a large IT organization.
- b. Examine the impact of tax planning on compensation policy decisions in corporate sectors.
- c. Examine how different types of fringe benefits impact employee satisfaction and retention in a service-based organization.

Q5.

(2X10=20 Marks) CO5

- a. Critically evaluate the wage policy in India. What are its strengths and limitations in ensuring equitable remuneration?
- b. Evaluate the alignment of India's compensation practices with global trends in reward management.
- c. Elucidate the important provisions of Minimum Wages Act, 1948.