

This question paper contains 3 printed pages.

2005

Your Roll No.

MHROD / III Sem.

A

Course 633 – COMPENSATION MANAGEMENT AND EMPLOYEE WELFARE

Time : 3 hours

Maximum Marks : 70

(Write your Roll No. on the top immediately on receipt of this question paper.)

Attempt all questions. All questions carry equal marks.

1. "Compensation management has evolved as a strategy to achieve organizational goal." In the light of the above statement, discuss the concept of compensation management and its objectives.

OR

Elaborate the compensation management process while discussing the sequential steps, which provide essence to the whole process in any organizational set up.

2. What is meant by the terms Allocable Surplus, Available Surplus, Set-on and Set-off of Allocable Surplus as provided in the Payment of Bonus Act, 1965? Discuss.

OR

Comment on the validity of the following statements under the Payment of Bonus Act, 1965, citing relevant cases:

- a. Probationers are entitled to Bonus.
- b. It is not obligatory to bonus under the Payment of Bonus Act, 1965 to the part time employees.
- c. An establishment can include payments made towards Family allowance, HRA and Tiffin allowance in salary for computation of bonus.
- d. An employee suspended but later reinstated with full wages cannot claim bonus for the period of suspension.
- e. A bus conductor held for misappropriation is entitled to bonus.
- f. Mr. A get an increase in his salary u/s 2(13) and received Rs 10,500 in the seven out of twelve months in an accounting year. The company denied for his bonus due to the increase in his salary. Is Mr. A eligible for any bonus?
- g. Can an employee receive bonus on the basis of subsistence allowance?

Turn over

3. What powers does state and appropriate government confers under sec 27 and sec 30 of the Minimum Wages Act, 1948? Explain.

OR

Examine any two of the following problems, citing relevant case laws and provisions of the Act:

- a. An employee of detective agency neither covered under the list of scheduled employment nor been notified specifically by the appropriate government, is not entitled to minimum wages under the Minimum Wages Act, 1948.
 - b. X was working in cinema hall covered under the Payment of Wages Act, 1936 as a manager. However, the nature of his duties was not managerial. He was not paid wages for a period of eighteen months. Can he claim his wages under the Act?
 - c. Mr. M was transferred to a branch office which he did not want to join. He applied for medical leave, which was not granted and remained absent for a period of thirty-eight months. He joined the duty when he was again transferred to the place of his choice. Can he claim wages for the period of his absence under the Payment of Wages Act, 1948.
4. Comment on any seven of the following statements, citing relevant cases:
- a. Retrenchment compensation, if wages under the minimum Wages, Act, 1948?
 - b. Bonus payable as an award of Industrial Tribunal is part of wages under the Payment of Wages, Act 1936.
 - c. The Minimum Wages Act, 1948 prescribes a procedure for the functioning of Advisory board.
 - d. Deduction from wages for the period where the worker absented himself from work to participate in a bandh, if valid, under the Payment of Wages, Act 1936?
 - e. Deduction of full day wage in lieu of absence of four hours, if valid, under the Payment of Wages Act, 1936?
 - f. The Minimum Wages Act, 1948 is applicable on both permanent and casual employees.
 - g. Who are independent persons under the Minimum Wages Act, 1948.
 - h. Specialists and technical experts are covered under the Minimum Wages Act, 1948.
 - i. Only principal is liable to pay minimum wages if not notified under the Minimum Wages Act, 1948.
5. Write explanatory note on any two of the following:
- a. Attrition and retention

- b. Relevance of financial and non-financial compensation
- c. Advisory Board, Central Advisory Board and their composition as per provisions of sec 7, 8 and 9 under the Minimum Wages Act, 1948.
- d. Define employee, Employer and Wages under the Minimum Wages Act, 1948