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MS – 409

VI Semester B.Com. Examination, May/June 2013
(Semester Scheme)
COMMERCE
Elective Paper – 3(d) : Compensation Management and
Labour Legislation

Time : 3 Hours

Max. Marks : 90

Instruction : Answer completely in Kannada or English.

SECTION – A

1. Answer **any ten** sub-questions **not** exceeding **two** sentences. **Each** question carries **two** marks. (10×2=20)
- What do you mean by compensation ?
 - What is industrial dispute ?
 - Give the meaning of rewards
 - What is dearness allowance ?
 - State the difference between strikes and lockouts.
 - State how bonus is calculated under Rowan's plan ?
 - Mention any four welfare measures in a factory.
 - State any four establishments covered by ESI Act.
 - What are statutory benefits ?
 - What do you mean by piece-rate system ?
 - Give the meaning of "skill based pay".
 - What do you mean by retrenchment ?

SECTION – B

Answer **any five** questions of the following. **Each** question carries **five** marks. (5×5=25)

- What are the various methods of job evaluation ?
- Critically examine the main features of Payment of Gratuity Act.

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61



4. Explain briefly the classification of wage incentives.
5. What are the various retirement benefits available to employee ?
6. What are the advantages and disadvantages of time rate system ?
7. What are the principles of fringe benefits ?
8. What are the main objectives of a compensation system ?
9. What are the essentials of pricing of managerial and professional jobs ?

SECTION – C

Answer **any three** questions in detail. **Each** question carries **fifteen** marks. **(3×15=45)**

10. What do you mean by employee benefits and services ? Explain the various services offered to the employees.
 11. Explain in detail the various wage payment system that are in operation in an industrial organisation.
 12. Explain the various components of pay structure.
 13. Explain the principles and procedures for installing a sound incentive system.
 14. Explain the scope and importance of Minimum Wages Acts 1948.
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