

MS-27 : WAGE AND SALARY ADMINISTRATION



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Short Description

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Description

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- **MANAGEMENT PROGRAMME**

Term-End Examination

December, 2021

MS-27 : WAGE AND SALARY ADMINISTRATION

Time : 3 hours Maximum Marks : 100

(Weightage 70%)

Note : (i) Attempt any three questions from Section-A.

All questions carry 20 marks.

(ii) Section-B is compulsory and carries 40 marks.

SECTION - A

1. Explain the constitutional perspective on wages. Discuss the role of International Labour Organisation on protection of wages.
2. Briefly discuss the notion of equal pay to equal work. Discuss how minimum wage differs from need-based minimum wage ?
3. Explain the meaning and classification of incentives. Describe the pre-requisites of effective incentive schemes and their merits and demerits.
4. Define and distinguish between tax planning and tax avoidance. Briefly explain the basic features of tax planning for employee compensation.

5. Write short notes on **any three** of the following : (a) Executive Compensation (b) Profit Sharing (c) Pay surveys (d) Employee's Deposit-Linked Insurance (e) Voluntary Retirement Scheme

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