

MASTER OF BUSINESS ADMINISTRATION  
FOURTH SEMESTER  
COMPENSATION MANAGEMENT AND WELFARE LAWS  
MBA – 403B

**SET  
B**

[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 3 hrs.

Full Marks: 70

Time: 30 mins.

**(Objective)**

Marks: 20

*Choose the correct answer from the following:*

*1 × 20 = 20*

1. Under the Payment of Gratuity Act, 1972 the maximum gratuity payable is \_\_\_\_\_
  - a. 10 lakhs
  - b. 8 lakhs
  - c. 5 lakhs
  - d. 3.5 lakhs
2. What is the qualifying service to claim gratuity?
  - a. 15 years of service
  - b. 10 years of service
  - c. 5 years of service
  - d. None of the above.
3. For every completed year of service or part thereof in excess of six months, the employer shall pay gratuity to an employee at the rate of \_\_\_\_\_ days' wages based on the rate of wages last drawn by the employee concerned.
  - a. 25 days
  - b. 15 days
  - c. 30 days
  - d. 7 days
4. The contribution paid by the employer to the PF account shall be, as per the Employees Provident Fund Act \_\_\_\_\_.
  - a. 5%
  - b. 7 %
  - c. 10%
  - d. 12%
5. Under the Workmen Compensation Act, 1923 the employer shall not be liable to pay compensation in respect of any injury which does not result in the total or partial disablement of the workman for a period exceeding \_\_\_\_\_ days.
  - a. 7
  - b. 5
  - c. 3
  - d. 2
6. Which of the following is not a type of wage differentials?
  - a. Geographical
  - b. Biological
  - c. Organisational
  - d. All of the above
7. Which of the following is paid only at the time of employee exit after serving more than five years?
  - a. Perquisites
  - b. Gratuity
  - c. Claims
  - d. Allowances
8. Which one of the following is an example of the Golden Handshake Scheme?
  - a. Superannuation Retirement
  - b. Voluntary Retirement
  - c. Compulsory Retirement
  - d. Retirement on account of disablement

9. Which of the following is not covered by the extramural welfare benefit of employees?
  - a. Housing facility
  - b. Drinking water facility
  - c. Cooperative society
  - d. None of the above
10. Which of the following factor influence(s) employee compensation?
  - a. Labour market
  - b. Cost of living
  - c. Labour unions
  - d. All of the above
11. Which of the following is not the objective of Compensation?
  - a. To establish equity
  - b. To Control Cost
  - c. To Improve Employee Efficiency
  - d. To Comply with illegal Regulation
12. Compensation is the reward to the employee for their \_\_\_\_\_.
  - a. Performance
  - b. Work
  - c. Contribution to organization
  - d. Smartness
13. What is the maximum percentage of deduction that can be done from an employee in a particular wage period if there is no cooperative society?
  - a. 3%
  - b. 75%
  - c. 50%
  - d. 20%
14. Within how many days, the employer is responsible to give salaries to employees if the organization is having less than 1000 no of employees according to the Payment of Wages Act?
  - a. Before the expiry of 10<sup>th</sup> day of the next month
  - b. Before the expiry of 7<sup>th</sup> day of the next month
  - c. There is no such rule
  - d. None of the above
15. What is the minimum percentage of bonus payment?
  - a. 7%
  - b. 7.33 %
  - c. 8.33 %
  - d. None of the above
16. What is the current Dearness Allowance percentage for the central government employee?
  - a. 40%
  - b. 41%
  - c. 42%
  - d. None of the above
17. What is the current pay commission that has been implemented in India?
  - a. 6<sup>th</sup> Pay Commission
  - b. 7<sup>th</sup> Pay Commission
  - c. 5<sup>th</sup> Pay Commission
  - d. 8<sup>th</sup> Pay commission
18. Which of the following is not a method of individual incentive payment method?
  - a. Halsey
  - b. Rowan
  - c. Emerson
  - d. Gant Task Plan
19. ESOP stands for:
  - a. Employee Stock Ownership Plan
  - b. Employee Stock Ownership Process
  - c. Employer Stock Ownership Plan
  - d. None of the above
20. Which of the following statement is correct?
  - a. Expatriation motivates employees.
  - b. Repatriate motivates employees.
  - c. Expatriate demotivates employees
  - d. None of the above.

-- --- --

**( Descriptive )**

Time : 2 Hr. 30 Mins.

Marks : 50

[ Answer question no.1 & any four (4) from the rest ]

1. Discuss the different types of Incentive payment methods. 10
2. What are the different types of Compensation generally found in organisation? According to the Payment of Bonus Act, 1965, how the bonus is calculated, and what do you mean by Set on and set off condition? 5+2+3=10
3. Briefly explain the Payment of Gratuity Act, 1972 in the following headings: 10
  - a) Objectives
  - b) Applicability
  - c) Calculation of Gratuity
  - d) Conditions of forfeiture of the gratuity amount.
4. What do you mean by Expatriate and repatriate pay? Discuss the different components of Executive compensation. 3+7=10
5. Discuss the various conditions where the employer is liable to pay compensation to workmen according to the Workmen Compensation Act. Briefly mention the situations where defences are available toward the employer according to the Workmen Compensation Act. 5+5=10
6. Define Wage. Discuss the various theories of Wages and their significance in today's market. 2+8=10
7. Write short notes on: 5+5=10
  - a) Fringe benefits
  - b) Wage Board
8. What do you mean by Employee Welfare? Mention the various scopes of Employee Welfare. 2+8=10

= = \*\*\* = =