



**BRAINWARE UNIVERSITY**

**Coursework Examination 2018 – 19 (June 2019)**

**Programme – Doctor of Philosophy in Management**

**Course Name – Compensation and Benefits Management**

**Course Code – PHD-MCBM04**

**Time allotted: 4 Hours**

**Full Marks: 100**

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

**Group –A**

(Objective Type Question)

10 x 1 = 10

1. *Answer the following*
  - (i) Explain the term 'Provident Fund'.
  - (ii) Explain the term 'Contractor Workman'.
  - (iii) Define Gratuity.
  - (iv) Define fair wage.
  - (v) Express Consumer Price Index in your own words.
  - (vi) Interpret the concept of Sick Leave as per Factories Act, 1948.
  - (vii) Define Dearness Allowance.
  - (viii) Interpret the concept of Earned Leave as per Factories Act, 1948.
  - (ix) Define Neutralization.
  - (x) Discuss the term 'Employee Leasing'.

**Group – B**

(Short Answer Type Questions)

6 x 5 = 30

Answer any *six* from the following

- |  |   |
|--|---|
| 2. Differentiate between Minimum Wage and Fair Wage.                       | 5 |
| 3. Demonstrate few Retirement Benefits.                                    | 5 |
| 4. Explain welfare provisions under Factories Act, 1948.                   | 5 |
| 5. Express the purpose of giving Reward Management.                        | 5 |
| 6. Demonstrate the reservation rules under Indian Constitution.            | 5 |
| 7. Interpret the functions of works committee.                             | 5 |
| 8. Distinguish between Adult and Adolescent under the Factories Act 1948 . | 5 |
| 9. Role of women workers in Indian industries.                             | 5 |

**Group – C**

(Long Answer Type Questions)

6 x 10 = 60

Answer any *six* from the following

- |  |    |
|--|----|
| 10. Illustrate welfare and health provisions as enumerated in Factories Act, 1948.   | 10 |
| 11. Analyze the responsibilities of Contractor and Principal Employer under the Contract Labor (Regulation and Abolition) Act, 1970. | 10 |
| 12. Illustrate the types of incentive payments.  | 10 |
| 13. Demonstrate the methods of DA payment.   | 10 |
| 14. Demonstrate the purpose of enactment of Minimum Wages Act 1948.  | 10 |
| 15. Identify the process of Wage Fixation for different types of Employees.  | 10 |
| 16. Evaluate the importance of wage policies of Indian Government as on date.  | 10 |
| 17. Describe your ideas on Statutory, Voluntary and Fringe Benefits.   | 10 |