



# **BRAINWARE UNIVERSITY**

**Course – MBA**

**Employment & Compensation Administration (HR301)**

**(Semester – 3)**

**Time allotted: 3 Hours**

**Full Marks : 70**

[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**

**(Multiple Choice Type Question)**

**1. Choose the correct alternatives for the following:**

**10 x 1 = 10**

i) The ESI contribution for employer is

- a) 4%
- b) 1.75%
- c) 4.75%
- d) 20%

ii) The maximum bonus rate is

- a) 10%
- b) 20%
- c) 8.33%
- d) 25%

iii) Minimum Wages Act was come in force in

- a) 1936
- b) 1965
- c) 1950
- d) 1948

iv) The PF contribution for employer is

- a) 10%
- b) 6%
- c) 12%
- d) 15%

v) The Payment of Gratuity Act was enacted in

- a) 1970
- b) 1948
- c) 1972
- d) 1956

vi) The jobs of machine operator operating in front of machine in a factory

- a) Can be contracted out
- b) Can not be contracted out
- c) Both of the statements is correct
- d) None of the above

vii) The ESI contribution for employee is

- e) 4%
- f) 1.75%
- g) 4.75%
- h) 20%

viii) The PF contribution for employee is

- e) 10%
- f) 6%
- g) 12%
- h) 15%

ix) The jobs of security guard in a factory

- e) Can be contracted out
- f) Cannot be contracted out
- g) Both of the statements is correct
- h) None of the above

x) The OT rate in an Industrial Establishment is

- a) Double the ordinary
- b) Triple the ordinary
- c) One and half the ordinary
- d) Three times the ordinary

**Group - B**

**(Short Answer Type Questions)**

**Answer any three of the following**

**3 x 5 = 15**

- 2) Explain the different conditions of “employment” under the relevant Acts.
- 3) Explain the provisions of health insurance under relevant Acts.
- 4) Differentiate in between minimum wage and fair wage.
- 5) Explain “Fringe Benefits”, citing certain examples.
- 6) Differentiate between the term the wage and salary.

**Group- C**

**(Long Answer Type Questions)**

**Answer any three of the following**

**3 x 15 = 45**

- 7) Explain provisions of fines laid down in The Payment of Wages Act.
- 8) Explain provisions laid down in The Payment of Bonus Act.
- 9) Explain different systems of DA payment.
- 10) Explain different systems of incentive payment and fringe benefits applied in India.
- 11) Explain different components of salary. In this context illustrate one salary slip with components of Gross and statutory deductions.