



MS – 398

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VI Semester B.Com. Examination, May/June 2014

(Semester Scheme)

(2013-14 Only) (Fresh)

Commerce (Elective)

Paper – 3(d) : COMPENSATION MANAGEMENT AND LABOUR  
LEGISLATIONS

Time : 3 Hours

Max. Marks : 100

*Instruction : Answer should be completely in Kannada or English.*

SECTION – A

1. Answer **any eight** sub-questions not exceeding **two** sentences. **Each** question carries **two** marks. (8x2=16)
- What do you mean by basic pay ?
  - What is job specification ?
  - What is gratuity ?
  - What do you mean by retrenchment ?
  - What is Dearness Allowance ?
  - State the difference between strikes and lockouts.
  - What do you mean by Allowance ?
  - Give the meaning of non-monetary benefit.
  - Mention any two enactments covered under the industrial social security legislation in India.
  - Give the meaning of rewards.



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## SECTION – B

Answer **any three** questions of the following. **Each** question carries **eight** marks.

**(3×8=24)**

2. Write note on
  - a) House Rent Allowance
  - b) Bonus.
3. What are the advantages and disadvantages of time rate system ?
4. What do you mean by minimum wage ? Write a brief note on Minimum Wages Act, 1948.
5. What are the main objectives of employee compensation system ?
6. What do you mean by fringe benefit ? What are the objectives of fringe benefits ?

## SECTION – C

Answer **any four** questions. **Each** question carries **fifteen** marks.

**(4×15=60)**

7. Discuss
  - a) Job Analysis
  - b) Job Specification
  - c) Job Description.
8. Explain features, merits and demerits of compensation.
9. Explain the scope and importance of Minimum Wages Act, 1948.
10. Write a detailed note on Employee's State Insurance Act, 1948.
11. a) Explain the classification of wage incentives  
b) Explain industrial dispute.