

Wages And Salary Administration

1. While formulating a wage structure, a Wage Board should consider:-
 - a) Requirements of social justice
 - b) Capacity of the industry to pay
 - c) Possibility of reduction in work force
 - d) Periodicity for review of wage structure
 - (1) d
 - (2) b & d
 - (3) c
 - (4) **a & b**

2. What is the full form of RMMS?
 - (1) Retired Mill Mazdoor Seva
 - (2) Rashtriya Mill Mazdoor Seva
 - (3) **Rashtriya Mill Mazdoor Sangh**
 - (4) Retired Mill Mazdoor Sangh

3. Position level is not of a particular importance at the Executive and Managerial levels.
 - (1) True
 - (2) **False**

4. One of the salient features of The Payment of Wages (Amendment) Bill, 2002 is to substitute the expressions a 'Central Government' or a 'State Government' by the expression '_____', in conformity with the other labour laws.
 - (1) Union Government
 - (2) **Appropriate Government**
 - (3) Home ministry
 - (4) Finance Ministry

5. The Gregory Committee recommended that _____.
- a) The payment of dearness allowance should be limited to an income level below Rs.100/- per month
 - b) The amount of dearness allowance should be fixed in terms of rupees and not as a percentage of actual income
 - c) Either to equate the absolute amount of dearness allowance to full compensation for the weighted average of the earnings of all wage groups below the ceiling wage of Rs.200/-
 - d) To equate the same to full compensation for the weighted average earnings of all wage groups below the weighted average as calculated
- (1) d
 - (2) **b, c & d**
 - (3) a & b
 - (4) All of the above
6. M/S. Jalan industries commenced production of steel in 1993. After how many years will it have to pay bonus to its workers?
- a) After 1998
 - b) After 1999
 - c) After 2000
 - d) After 2003
- (1) a
 - (2) c
 - (3) d
 - (4) **b**
7. Mr. Vinod Tarade, a HR graduate was drafting a 'Questionnaire on Fringe Benefits'. In this, he had a point stating 'Does the company have a house purchase scheme'? Was he correct?
- (1) **Yes**
 - (2) No
8. During the second World War, a Board of Conciliation under the chairmanship of Sir S. S. Ranganekar was setup. He was a retired _____ judge.
- (1) **High Court**
 - (2) Supreme Court
 - (3) Industrial Court
 - (4) None of the above

9. The minimum remuneration for a class four employee on entry as recommended by the Third pay commission was:-

- (1) Rs.285/- per month
- (2) Rs.165/- per month
- (3) **Rs.185/- per month**
- (4) Rs.175/- per month

10. The NCL has attempted to assess the General Wage Policy of the Government since independence. For this purpose, it chose the following indicators. They are:-

- a) The state of industrial harmony
- b) Changes in workers level of living
- c) Changes in productivity
- d) Impact of wages on prices

- (1) b, c & d
- (2) **a, b, c & d**
- (3) a & c
- (4) None of the above

11. Nowadays, in practice, the managements clear the global limits within which they could negotiate as well as the individual components of the package like _____ with the Administrative Ministries and the Bureau of Public Enterprise.

- a) House rent allowance
- b) Washing allowance
- c) Cost of living index
- d) Shift allowance

- i (1) b, c & d
- i (2) a, b & c
- o (3) a & d
- i (4) All of the above

12. The plans having skill-based structures in which employees are paid for the jobs they perform are grouped into two types. These are as follows:-

- a) Knowledge plans which link pay differentials to the depth of knowledge related to one occupation
- b) Multi-skill plans which link pay differentials to the number of different sets of tasks an employee is supposed to perform
- c) Semi-skill plans
- d) Skilled plans

- (1) d
- (2) b, c & d
- (3) **a & b**
- (4) None of the above

13. The following are the major component of compensation system:-

- a) Salary
- b) Basic salary
- c) Advanced salary
- d) Consolidated salary

- (1) a, b, d
- (2) a, b, c & d
- (3) **b, c & d**
- (4) b

14. Flexible benefits plan will help:-

- a) Control costs
- b) Enhance employee satisfaction
- c) Increase efficiency
- d) Imply rigidity

- (1) **a & b**
- (2) c & d
- (3) a, b, c & d
- (4) a, c & d

15. Which are the administrative problems caused due to individual incentives

- (1) The difficulty in setting production standards that are accepted by both management and workers
- (2) The cost of tracking output in the multiple jobs and calculating payments
- (3) The cost of time study to set and keep current production standards for multiple jobs
- (4) **All of the above**