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

(1) b, c & d  
(2) a, b & c  
(3) a & d  
(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