

MAY 2016

P/ID 77817/PMG06

Time : Three hours

Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE questions.

1. What are the key components of job evaluation?
2. Distinguish between job description and job specification.
3. Explain the essentials of a good appraisal system.
4. What is health maintenance organisation? What are its values in comparison with health insurance?
5. What do you mean by PFP? Explain its merits and demerits.
6. Explain reward systems and its scope.
7. What are the consequences of pay dissatisfaction?
8. Write notes on fair wage and living wage.

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

9. Explain analytical and non-analytical methods of job evaluation.

10. “Performance appraisal is not merely for appraisal but is accomplishment and improvement of performance” – Discuss.
11. Discuss the role of fringe benefits as motivators versus their role as merely stimulating long term employment.
12. Explain the factors influencing wage and salary administration.
13. Discuss the highlights of national wage policy of India.
14. “Compensation must fulfill the intrinsic and extrinsic needs of the employees” – Discuss.
15. Compare and contrast equal pay for equal work “with equal pay for comparable value”.
16. Explain the legal provisions relating to the training of apprentice in apprentices act.

PART C — (1 × 20 = 20 marks)

Compulsory.

17. A small group of nurses employed by central city filed charges against the city for violating title VII of the civil rights act for systematically discriminating in pay on the basis of sex. They maintained that though the city did not intend to discriminate, it systematically underpaid nurses in comparison with other jobs in the city. They

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pointed out that of the accounting jobs, only 18% were held by females, in engineering only 2%. However females held 98% of the city nurses jobs as well as 74% of the social work positions. Though the average pay in accounting and engineering jobs was in excess of 20,000 dollar per year, the starting salary of a graduate nurse with a college degree was 12000 dollars. The city defended its policy on the basis that it made periodic wage and salary surveys and paid the competitive pay rate in the community.

Questions :

What are the comparable values of nurses, social workers, accountants and engineers? How could you measure this?
