



MAULANA ABUL KALAM AZAD UNIVERSITY OF TECHNOLOGY, WEST BENGAL

Paper Code : HR 403 COMPENSATION & BENEFITS MANAGEMENT

UPID : 004696

Time Allotted : 3 Hours

Full Marks :70

The Figures in the margin indicate full marks.

Candidate are required to give their answers in their own words as far as practicable

Group-A (Very Short Answer Type Question)

1. Answer any ten of the following :

[1 x 10 = 10]

- (I) What is the full form of EPF?
- (II) Full form of ILO _____
- (III) Employee welfare means anything done for the comfort and (intellectual or social) improvement of the employees, over and above the wages paid. True/False
- (IV) What is the full form of NCS
- (V) Base Index remains fixed for a particular period. True/False
- (VI) The Maternity Benefit Act was came into action in the year
- (VII) Full form of PPF-----
- (VIII) Labour market is also known as _____
- (IX) maternity benefit, social insurance, benevolent fund, medical facilities, education facilities, all these welfare and amenities inside the factory premises-----True/False.
- (X) Maternity Benefits comes under _____employee benefits
- (XI) What is the full form R & R policy
- (XII) An employee is eligible for gratuity payment after completing _____ years of continuous service with one employer.

Group-B (Short Answer Type Question)

Answer any three of the following :

[5 x 3 = 15]

2. Short note on collective bargaining. [5]
3. What are the advantages of contingent workers? [5]
4. Short note on Land Acquisition Act 2013 [5]
5. What is productivity bargaining?why is it important? What is the main objective of it? [5]
6. Write a short note on employee leasing [5]

Group-C (Long Answer Type Question)

Answer any three of the following :

[15 x 3 = 45]

7. Who are contract labourers? What do you know about Contract labour Act 1970? Write a few provision of the contract labour under the Act? [3+8+4]
8. What do you understand by salary? What are various components of salary structure? [4+11]
9. Who is contract labour in India? Are they same as the contingent workers? Justify your answer with examples? [5+10]
10. What is dearness allowance? How is DA calculated? What are the types of DA? [4+4+7]
11. Who are contingent workers? Why do companies use contingent workers? Write some types of contingent workers [4+5+6]

*** END OF PAPER ***