



‘समानो मन्त्रः समितिः समानी’

**UNIVERSITY OF NORTH BENGAL**  
BBA Honours 6th Semester [Special] Examination, 2023

**DSE4-BBA (6HC)**

**LABOUR WELFARE AND COMPENSATION**

Time Allotted: 2 Hours

Full Marks: 60

*The figures in the margin indicate full marks.*

**GROUP-A**

Answer any *two* questions from the following

12×2 = 24

1. Explain the concept of minimum wages, fair wages and living wages. Narrate the importance of the cost-of-living index in estimating the total wages of employees. 12
2. Explain the salient features of the legal framework for payment of wages in India. 12
3. Briefly discuss the importance of a well-designed performance management system in the context of employee benefits and salary administration. 12
4. Write short notes on: 6+6
  - (i) Fringe benefits
  - (ii) Wage disputes and settlement.

**GROUP-B**

5. Answer any *four* questions:

6×4 = 24

- (a) Briefly discuss the retirement benefits provided to the employees in an organization. 6
- (b) Explain the concept of fixed pay and variable pay with suitable illustrations. 6
- (c) Enumerate in brief the performance management process. 6
- (d) Write a short note on the Pay Commission. 6
- (e) Discuss the purpose of job analysis and job evaluation. 6
- (f) Narrate the importance of performance appraisal in an organization. 6
- (g) Write a short note on the Employees' Incentive Payment System. 6

**GROUP-C**

6. Answer any *four* questions:

3×4 = 12

- (a) What is ESOP?
- (b) What are insurance benefits?
- (c) Differentiate between wages and salaries.
- (d) What do you understand by competency-based pay?
- (e) What are fringe benefits?
- (f) What is a piece rate wage?
- (g) What is 'BARS' in performance management?

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