

individual correction and unit cohesion?
4+3=7

- (ii) Discuss the leadership consideration involved in determining appropriate corrective actions for failure to report. How can leaders balance accountability with the professional development of subordinates? 4+3=7

7. Explain the ethical considerations in counselling and discuss how counselling can be integrated with employee welfare schemes in a professional and sensitive manner. 14

Or

8. Discuss the financial and non-financial components of executive compensation in detail. How do these components influence employee motivation and retention? 8+6=14

PG Even Semester Examination, May 2025

BUSINESS ADMINISTRATION

(4th Semester)

Course No.: HR-06

(Employee Welfare and Compensation Management)

Full Marks: 70

Pass Marks: 28

Time: 3 hours

The figures in the right margin indicate full marks for the question.

1. Elaborate the internal and external factors that affect the Compensation Management system of an organisation. 14

Or

2. Discuss with suitable examples different types of compensation. 14

3. (i) Rate per hour= Rs. 1.50 per hour

Time allowed for the job= 20 hours

Time taken= 15 hours

Calculate the total earnings of the worker under Halsey Plan. Also find out effective rate of earning. 6

- (ii) From the following data, calculate total monthly remuneration of three workers A, B and C under the "Gant's Task and Bonus scheme". 8

Turn Over

- (a) Standard production per month per workers is 1000 units.
 - (b) Actual production during th month:
X- 850 units, Y- 1,000 units and Z-1100 units
 - (c) Piece workrate - 50 paise per unit.
4. Explain the main objectives and key provisions of the Payment of Wages Act, 1936. Discuss in detail the rules, regarding mode, time and deductions from wages. How does the Act safeguard the interest of employees against delayed or unauthorised deductions? 5+6+3

Or

5. Discuss the objective and salient features of the Payment of Bonous Act, 1965. Explain the eligibility criteria, minumum and maximum bonous limits, and the formula for calculating bonus under the Act. What are the provisions retaled to disqualification and set-on / set-ff? 4+6+4=14
6. Case :
- In the structured and disciplined environment of the US Army, failure to report for duty is a serious offense under Article 86 of the Uniform Coe of Military Justice (UCMJ). This includes absencs from formations, training sesions or assigned tasks without prior approval or notification. Such infractions disrupt the chain of command and jeopardize the unit's readiness and cohesion.

Take the example of SPC Edwards who failed to report for the 0700 hours formation on 15

November 2010 arriving instead at 0800 hours. He was remained of the timing twice the previous day, but claimed his alarm didn't go off. This was not his first offense, he had already been late once in the past 90 days. As a corrective measure, he was instructed to report 15 minutes early for a week and to submit a 500 word typed report on the importance of being on time. This plan was documented on DA Form 4856 during a formal counselling session.

Counselling, as the first corrective step, was employed to reinforce accountability and rehabilitate the soldier. The counselling clearly outlind the potential repercussion, including reduction in rank, seperation under various chapter of AR635-200 and possible impact on civilian and veteran's benefits if poor performance persisted.

The approach taken by the leader emphasized swift action, clear communication, and fair opportunity for course correction. Tips for successful counselling included timely documentation, hearing the soldier's side of the story, seeking input before assigning punishments, and ensuring written records are maintained.

This case illustrate the delicate balance between enforcing military discipline and guiding soldiers towards improvement.

- (i) Evaluate the importance of counselling as a rehabilitative tool in the military context, using the case of SPC Edwards as an example. How does timely and documented counselling contribut to both