

MS-27

**Management Programme (MP) /
Post Graduate Diploma in Human Resource Management (PGDHRM)**

**ASSIGNMENT
For
July 2025 and January 2026 Semesters**

MS-27: WAGE AND SALARY ADMINISTRATION

**(Last date of submission for July 2025 Semester is 31st October 2025
and for January 2026 Semester is 30th April, 2026)**



**School of Management Studies
INDIRA GANDHI NATIONAL OPEN UNIVERSITY
MAIDAN GARHI, NEW DELHI – 110 068**

ASSIGNMENT

Course Code	:	MS-27
Course Title	:	Wage and Salary Administration
Assignment Code	:	MS-27/TMA/JULY/2025
Coverage	:	All Blocks

Note: Attempt all the questions and submit this assignment to the Coordinator of your study centre. Last date of submission for July 2025 Semester is 31st October 2025 and for January 2026 Semester is 30th April, 2026.

1. How compensation strategies—both direct and indirect impact employee motivation, retention, and organizational performance.
2. Explain the key provisions of the Minimum Wages Act, 1948 and the Equal Remuneration Act, 1976. Discuss their significance in ensuring fair wages and preventing discrimination in employment.
3. Explain the concept and importance of job evaluation in establishing internal equity within an organization. Describe any two methods of job evaluation with their advantages and disadvantages.
4. Explain the different types of incentive plans used for blue-collar and white-collar workers. Discuss their advantages and limitations with suitable examples.
5. Explain the concept of tax planning in relation to employee compensation. Discuss various components of a tax-efficient salary package with examples of allowances and perquisites that offer tax benefits.