

Subject : Money and Banking  
B.com : Part I  
Topic : Distribution Theory of Wages  
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## ***etnqjh ,oa etnqjh ds fl'4kar***

### **Wages and Theory of Wages**

tSlk fd ge tkurs gS fd Hkze mRiknu dk lfØ; ,oa egÛoiw.kZ lk/u gSA mRiknu esa mldk egÛoiw.kZ ;ksxnku gksrk gSA Hkze ekuflr ,oa 'kkjhfd gks ldkrk gSA vr% jk"Vªh; vk; dk og Hkkx tks Hkwfedksa dks ekuflr vFkok 'kkjhfd ifje ds cnys esa fn;k tkrk gSA etnqjh dgykrk gS etnqjh 'kCn dk iz;ksx nks vFkksZ esa fd;k tkrk gSA

(1) ladqfpr vFkZ esa (In Narrow Sense)

(2) O;kid vFkZ esa (In Winder Sense)

(1) ladqfpr vFkZ esa (In Narrow Sense)– etnqjh dsoy Bsds ij fu;qDr

Jfedksa dh lsokvksa dk iqjLdkj gS vkSj tks dsoy eqnzr ds :i esa nh tkrh gSA

mnkgj.k ds fy, %& feúx (Lokeh) feúy (Jfed) ds 1]000 : ekfld etnqjh ij fu;qDr djrk

gSA ;gkj ij feúy dks nh x;h 1]000 : ekfld jde dks etnqjh dgsaxsA

Definition – Benzam “A wages may be defined as a sum of money paid under

contrat by an employer to a worker services rendered etnqjh eqnz dh og jde

gS] tks fdllh Bsdk ds vUrxZr ,d fu;ksDrk (Lokeh) vius deZpkjh dks mldh lsokvksa

ds cnys esa nsrk gSA

(2) O;kid vFkZ esa (In Winder Sense) – etnqjh Jfedksa dh lsokvksa dk

iqjLdkj gSA lcls O;fDrxr Hkh gks ldrh gS ;k Bsdk lEcU/hA ;g dksbZ O;fDr Loa;

mRiknu djrk gS] og fdllh Jfed dks ugha j[krk gS rks og Loa; gh Jfed gksrk gS vkSj

mRiknu ds :i esa tks mls izklr gksrk gS ogh mldh etnqjh gksrh gSA mnkgj.k& ,d

fdllku vdsys gh [ksrh djrk gS vkSj mls 10 fDosVy xsgwj izklr gksrk gS rks mldh

etnqjh gksrh gSA

Definition – “Marshall” wages are the price paid for the service of labour (Je dh

lsok ds fy, fn;k x;k ewY; etnqjh gSA) (ek'kZy)

Wages are the remuneration of Labour (Seligman) Je dk osru etnqjh gSA

mi;qDr ifjHkkvksa ds vk/kj dgk tk ldrk gS fd ernqjh og iqjLdkj gS tks Jfed ds ifj]e ds cnys esa fn;k tkrk gS pkgs ;g izfr ?kaVk] izfrfnu] le;kuqlkj] dk;kZuqlkj fn;k tk; vkSj nksuksa :i esa etnqjh dgykrh gSA

## ***uxn etnqjh rFkk okLrfod etnqjh*** **Naminal Wages and Real Wages**

(1) uxn etnqjh (Nominal wages) – Jfed vius dk;Z ds cnys eqnzkd ds :i esa ftruk Hkh ikfjrkf'kd izklr djrs gS] og mldh uxn etnqjh dgykrh gSA

Definition – Money wages are actual wages paid in money (Saligman)

uxn etnqjh eqnzkd ds :i esa okLro esa Hkqxrku dh x;h etnqjh gSA mnkgj.k& dkj[kkrs esa dke djus okyk etnqj

(2) okLrfod etnqjh (Real wages) – tc fdlh etnqj dks uxn feyrh gS] rks og mldk iz;ksx viuh fofHkUu vko';drkvksa dh iwrhZ gsrq djrk gSA vr% dksbZ etnqj viuh uxn etnqjh ls ftruh oLrq; ,oa lsok; izklr dj ldrk gS mlds ;ksx dks vFkZ'kkLr ds vUrxZr vius vki esa lkE; rHkh gksrk gS rFkk ml uxn etnqjh ls mls fdruk lq[k

feyrk gS] rFkk of fdruh vko';drkvksa dh [Uraqf"V] ,oa lq[k&lqfo/kvksa esa og fdruk o`f¼ dj ikrk gS ;gh mldh okLrfod etnqjh dh eki gksrh gSA tSlS edku dh lqfo/k] cPpksa dh f'k{kk dh lqfo/k] euksjatu dh lqfo/k bR;kfnA okLrfod etnqjh dh ifjHkk"kk bl izdkj nh tk ldrh gSA

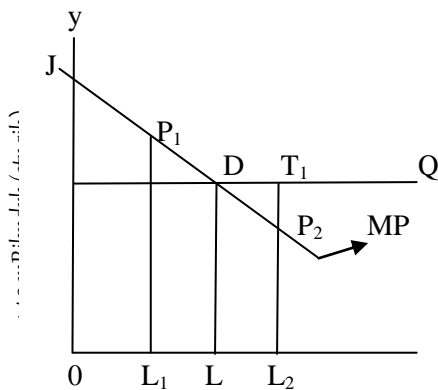
Adam Smith – “The real wages of Labour may be said to consist in the quantity of the necessaries and conveniences that are given for it is nominal wages is the quantity of money. The Labourer is rich or poor is well or ill rewarded in proportion to the real not the nominal wages of his labour” .....

### Theory of Wages

1. The wages fund theory
2. The subsistence theory of wages
3. The Residual claimant theory of wages
4. Marginal productivity theory of wages
5. Modern theory of wages

lekUr mRikndrk fl¼kar nks fue;ksa ij v/kfjr gS

### Morginal productivity theory of wages



1. Law of diminishing Return (and)
2. Law of Substitution

### vkykspuk,j (Criticisms)

1. It is difficult to measure productivity *lhekUr mRikndrk dh eki dfBu gSA*
2. *iw.kZ izfr;ksfxrk dh ekU;rk xyr gS&* Assumption of perfect competition is wrong
3. *xfr'khyrk* (Mobility)
4. Ignorance of supply side *iwfrZ i{k dh vogsyuk*
5. Wages may be more than marginal productivity *etnqjh lhekUr mRikndrk*  
*ls vf/d gks ldrs gSA*
6. Impracticable (*vO;kogkffd*)

7. Long-term Assumptions  $nh/Zdky$   $dh$   $ekU;rk$

8.  $Je$   $dh$   $bdkb;kj$  (Units of Labour)

9.  $iw.kZ$   $jkstxkj$   $dh$   $ekU;rk$  (Assumption of full employment)

$fu"d"kZ$  (Conclusion)