

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-III • EXAMINATION – SUMMER • 2014

Subject Code: 830302

Date: 31-05-2014

Subject Name: Compensation Management (CM)

Time: 14:30 pm – 17:30 pm

Total Marks: 70

Instructions:

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

- Q.1 (a)** Explain the concept of employee compensation management. Elaborate types of reward? **07**
- (b)** Discuss any two model of total reward system. Explain impact of reward on performance. **07**
- Q.2 (a)** Describe various types of analytical and non analytical job evaluation schemes. **07**
- (b)** Discuss concept of best fit in relation to reward strategies taking account of internal and external context. **07**
- OR**
- (b)** Explain the various elements of Senior Executive Compensation. **07**
- Q.3 (a)** What are the various types of Employee benefits? Discuss the reason for introducing flexible benefits in an organization? **07**
- (b)** Discuss in detail the various types of grade and pay structure. **07**
- OR**
- Q.3 (a)** Define Recognition Scheme .Explain various types of Recognition. **07**
- (b)** Define contingent pay? Discuss various type of contingent pay. **07**
- Q.4 (a)** Define Bonus Scheme. Explain Various types of Bonus Scheme. **07**
- (b)** What is Minimum wage? State the provisions related to fixation and revision under Minimum wage act 1948. **07**
- OR**
- Q.4 (a)** Name any seven deductions which is considered legal deduction under The Payment of Wages Act-1936? **07**
- (b)** Elaborate various provision of Maternity Benefit act 1981. **07**
- Q.5 (a)** What are the objectives of Employee Provident Fund Act 1952? Explain the legal provisions of the act in context of eligibility, applicability, benefit and rate of contribution. **07**
- (b)** Explain the four approaches to calculate Expatriate pay. **07**
- OR**
- Q.5 (a)** Discuss Salient feature of mediclame policy. **07**
- (b)** What is the object of the Employees State Insurance Act 1948? Discuss the various benefits provided by the act in detail. **07**
