

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA (AM) – SEMESTER – 9 • EXAMINATION – WINTER - 2018

Subject Code: 4190533

Date: 27/11/2018

Subject Name: Compensation Management

Time: 10:30 To 01:30 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 in details the Reward system components and their interrelationships. **07**
(b) What do you understand by strategic reward? Discuss various principle of strategic reward. **07**

- Q.2 (a)** Define total Rewards? Explain the various elements of total reward. **07**
(b) Discuss types on non-financial rewards with suitable example. **07**

OR

- (b)** What is Bonus Scheme? Explain different types of bonus schemes with their advantages and disadvantages in detail. **07**

- Q.3 (a)** Discuss the various contingent pay schemes. **07**
(b) What do you mean by recognition scheme? Explain its benefits and principles. **07**

OR

- Q.3 (a)** What do you mean by Pay levels? Explain various factors affecting pay levels. **07**
(b) Define Job Evaluation. Explain Various methods of Job Evaluation. **07**

- Q.4 (a)** Which aspects are considered while deciding pay for Rewarding Manual worker's need? **07**
(b) Explain various approaches to rewarding knowledge workers. **07**

OR

- Q.4 (a)** Write a short note on various types of employee benefits being offered these days to the employees in the organization. **07**
(b) What do you mean by Financial Reward? Explain Arguments against financial reward. **07**

- Q.5 (a)** Explain any Six provisions made from Wages under 'The Payment of Wages Act 1936'. **07**
(b) Write a note on Maternity Benefits Act, 1981 Explaining its provisions and major latest amendments. **07**

OR

- Q.5 (a)** Write a short note on Income tax act provisions also mention the prevailing income tax slabs at present of Salaried person. **07**
(b) Discuss the various benefits provided by the Employees State Insurance Act 1948 in detail. **07**
