

**GUJARAT TECHNOLOGICAL UNIVERSITY****MBA - SEMESTER– III EXAMINATION – WINTER 2019****Subject Code: 2830302****Date:04-12-2019****Subject Name: Compensation Management****Time: 10:30 AM TO 1.30 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) What are the various elements of total rewards? Explain the various models of Total reward scheme? **07**
- (b) What is the difference between incentives and rewards and discuss the types of non-financial rewards. **07**

- Q.2** (a) Discuss the objectives and types of individual contingent pay. **07**
- (b) Employee engagement has emerged has a new buzzword for building human capital. Critically evaluate the statement in terms of its benefits, critics and factors influencing it? **07**

**OR**

- (b) What are the essentials to be taken care while designing the bonus scheme? Explain the various types of bonus scheme? **07**

- Q.3** (a) What do you mean by Job Analysis? Explain various techniques used by organization for doing job analysis? **07**
- (b) Discuss the two way linkage between Performance Management and Reward management. Discuss how an appropriate reward design can create an impact on organizational performance and creation of a high performance work culture, giving suitable examples. **07**

**OR**

- Q.3** (a) Explain provisions of finance and audit under the Employee's State Insurance Act, 1948. **07**
- (b) State the provisions of payment of minimum rate of wages under the Minimum Wages Act, 1948. **07**

- Q.4** (a) Discuss in detail the tax implications to follow in case of employee remuneration and salary specifically in terms of various allowances and perquisites like gratuity, pension, and house rent allowance, leave encashment, education allowances, medical allowances? **07**
- (b) What do you understand by job matching? Explain the various sources for collecting market data and briefly list the factors determining the validity and reliability of market sources? **07**

**OR**

- Q.4** (a) Many organizations are facing the problem of unequal pay? Give reasons for the same. Discuss in detail the action to be taken for ensuring equal pay in organization? **07**
- (b) Define the term "Flexible Benefits". Explain why do companies introduce flexible benefits? **07**

- Q.5** (a) What did you understand from Mediclaim policy explains with features? **07**
- (b) Explain in detail narrow graded structures, career family structure and job family structure? **07**

**OR**

- Q.5** (a) Explain provisions related to Maternity Benefit Act, 1981. **07**
- (b) Explain in detail Socials Security Act-2008 for organized sector in terms of its scope, objective, benefits, applicability and penalties? **07**

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