Sea	at No.:	Enrolment No	
		GUJARAT TECHNOLOGICAL UNIVERSITY	
~		MBA - SEMESTER-III • EXAMINATION – SUMMER • 2014	
	•	t Code: 2830302 Date: 31-05-2014	
Ti	Subject Name: Compensation Management (CM) Time: 14:30 pm – 17:30 pm Instructions:  Total Marks: 70		
	2	<ul><li>Attempt all questions.</li><li>Make suitable assumptions wherever necessary.</li><li>Figures to the right indicate full marks.</li></ul>	
Q.1	(a)	What do you understand by Strategic Reward?  Define in detail rationale behind strategic reward, characteristics, problems and guiding principles with strategic reward.	07
	<b>(b)</b>	What do you understand by employee engagement?  Draw a co-relation between an appropriate reward design and employee engagement culture and practices.  Give suitable examples.	07
Q.2	(a)	What is Bonus Scheme? Explain different types of bonus schemes and their advantages and disadvantages in detail.	07
	<b>(b)</b>	What do you mean by recognition scheme, state its benefits and principles? Also explain how you would design a recognition scheme in retail sector.  OR	07
	<b>(b)</b>	Explain various analytical and non-analytical schemes of job-evaluation.  And how they can help develop and maintain an internally equitable Grade and Pay Structure.	07

- Q.5 (a) Define "Wages" as defined under The Payment of Wages Act, 1936 and give 07 details of the deductions allowed under the Act.
  - (b) Give the following definitions as per the Workmen's Compensation Act 1923: (1).Partial Disablement (2). Total Disablement (3). Dependant

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