Seat No.:	Enrolment No.

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-III • EXAMINATION – SUMMER • 2014

Su	bject	t Code: 830302 Date: 31-05-2014	
Tiı	-	t Name: Compensation Management (CM) 14:30 pm – 17:30 pm	
		Attempt all questions. Make suitable assumptions wherever necessary. Figures to the right indicate full marks.	
Q.1	(a)	Explain the concept of employee compensation management. Elaborate types of	07
	(b)	reward? Discuss any two model of total reward system. Explain impact of reward on performance.	07
Q.2	(a) (b)	Describe various types of analytical and non analytical job evaluation schemes. Discuss concept of best fit in relation to reward strategies taking account of internal and external context.	07 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. OR	07
Q.3	(a) (b)	Define Recognition Scheme .Explain various types of Recognition. Define contingent pay? Discuss various type of contingent pay.	07 07
Q.4	(a) (b)	Define Bonus Scheme. Explain Various types of Bonus Scheme. What is Minimum wage? State the provisions related to fixation and revision under Minimum wage act 1948. OR	07 07
Q.4	(a)	Name any seven deductions which is considered legal deduction under The	07
ζ	(4)	Payment of Wages Act-1936?	0.
	(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. OR	07
Q.5	(a) (b)	Discuss Salient feature of mediclame policy. What is the object of the Employees State Insurance Act 1948? Discuss the various benefits provided by the act in detail.	07 07
