

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA - SEMESTER-III • EXAMINATION – SUMMER • 2015****Subject Code: 2830302****Date: 29-05-2015****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 expatriate pay with four approaches to calculating expatriate pay. **07**
(b) Differentiate between intrinsic rewards and extrinsic rewards in context of individual and collective approach. **07**

Q.2 (a) What are the criteria for effectiveness of financial rewards? Enlist the Dos and Don'ts of using financial incentives. **07**
(b) Explain in detail the various theories influencing the aim of reward management. **07**

OR

(b) What do you understand by job matching? Explain the various sources for collecting market data with advantages and disadvantages of each. **07**

Q.3 (a) Pay levels are one of the most significant decisions taken by the reward management team. Elaborate on the factors affecting pay levels and discuss the various theories affecting pay levels. **07**
(b) "Rewarding sales and customer service staff would be different as compared to rewarding manual and knowledgeable workers" – Justify. **07**

OR

Q.3 (a) Explain in detail narrow graded structures, career family structure and job family structure? **07**
(b) Explain the various elements of directors and senior executives pay with examples and also mention the various reasons for tremendous growth of executive pay. **07**

Q.4 (a) Compare the two main types of occupational pension schemes defined benefit and defined contribution. **07**
(b) Employee benefits are measures to increase employee commitment in organization. Validate the statement in context of rationale and various types of benefits provided by organizations? **07**

OR

Q.4 (a) What are the reasons for evaluating reward systems and what are the possible reasons for the lack of interest in evaluation and what can be done about it? **07**
(b) Discuss in detail the various steps involved in the process of development of reward system. **07**

Q.5 (a) Define "Manufacturing Process" under Factories Act, 1948. Mention the provisions related to welfare & Safety under Factories Act 1948. **07**
(b) Discuss payment of wages act 1936, for rules of deduction and enforcement of the act. **07**

OR

Q.5 (a) Explain provisions related to Maternity Benefit act, 1981. **07**
(b) Explain provisions of finance and audit under the employees' state insurance act, 1948. **07**
