GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-III • EXAMINATION – SUMMER • 2015

Sub	ject	Code: 830302 Date: 29-05-2015	
Tin	-	Name: Compensation Management (CM) 4:30 pm – 17:30 pm Total Marks: 70	
HISU	1.	Attempt all questions. Make suitable assumptions wherever necessary. Figures to the right indicate full marks.	
Q.1	(a)	Explain the following terms in brief Vertical Integration Vs Horizontal Integration Steps in introducing total rewards Career Family Structure	07
	(b)	Explain the levels of Convergence and Divergence policy under international reward	07
Q.2	(a) (b)	Discuss the characteristics and Aims of reward management As a result of consultant's feedback Amazon ltd diagnosed that employees lack a sense of belongingness toward the organization. Kindly discuss various techniques that the organization need to adopt for enhancing "Employee Engagement" in an organization	07 07
	(b)	OR Mention various types of Contingent Pay Schemes and discuss Contribution Related Pay in detail	07
Q.3	(a) (b)	Explain Elements of Total Rewards Explain the approaches of rewarding knowledge workers OR	07 07
Q.3	(a) (b)	Explain Narrow graded structure, Broad graded structure and Spot rate Explain the approaches of rewarding manual workers	07 07
Q.4	(a)	Define the term "Flexible Benefits". Explain why do companies introduce flexible benefits	07
	(b)	Anil is Asst Manager– HR at S H Pharmaceuticals Ltd. He has been assigned the responsibility of training 5 freshers recruited in HR department. According to you what are the qualities he should be discussing with these freshers to guide them towards the path of being a successful reward professional? OR	07
Q.4	(a) (b)	Explain the provisions under Equal Remuneration Act,1976 Explain the concept of High Performance Work Systems	07 07
Q.5	(a) (b)	State the provisions under Payment Of Bonus act, 1965 Explain the deductions under Payment Of Wages Act, 1936 OR	07 07
Q.5	(a)	Explain the provisions under Unorganized Sector workers' Social Security Act,2008	07
	(b)	Explain the provisions under workmen's compensation act, 1923	07
