

GUJARAT TECHNOLOGICAL UNIVERSITY**M.B.A -IIInd SEMESTER-EXAMINATION – MAY/JUNE- 2012****Subject code: 830302****Date: 01/06/2012****Subject Name: Compensation Management****Time: 02:30 pm – 05:30 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** Write Short Notes on- **14**
1. Convergence and Divergence in reward policy and practice
 2. Non financial rewards
 3. Contingent pay
 4. Comparison of shop floor incentive schemes
- Q.2** (a) Enumerate, what are six theories; those are “determinants of pay”? Explain those in brief. **07**
- (b) Explain followings- **07**
- (i) Choice of grade and pay structures
 - (ii) Grade and pay structures criteria for choice
- OR**
- (b) What is the concept of Model of total rewards of Towers Perrin? Explain the concept and attributes of others Models, of total rewards by Mercer, Sibson, Watson Wyatt. **07**
- Q.3** (a) what do you understand by “The characteristics of reward Management”? What is purpose of integrated reward management? What are aims of reward management and fundamental concepts influence the reward strategy? **07**
- (b) How a reward system operates? With the help of diagram explain what are the components of a reward system and inter relationship? **07**
- OR**
- Q.3** (a) Draw Employee Effectiveness Model and explain the concept? How reward policies influence performance through engagement. **07**
- (b) What are four types of schemes have been covered under contingent pay? Explain their concept, advantage, disadvantage and when those will be appropriate? **07**
- Q.4** (a) what is the concept of occupational pensions? What are two main types of Occupational schemes? Explain in details. **07**
- (b) What is the concept of development and implementation of a reward system? Explain with the help of diagram. **07**
- OR**
- Q.4** (a) what are the four procedures of grading or evaluation of the Reward? **07**
- (b) What is need of evaluation of reward management? What are the possible reward evaluation measures? **07**

Q.5 (a) Explain provisions of finance and audit under the employees state insurance Act-1948. **07**

(b) State the provisions of payment of minimum rates of wages under the minimum wage Act-1948. **07**

OR

Q.5 (a) Briefly explain the payment of gratuity Act-1972. **07**

(b) Discuss payment of wages Act- 1936, for rules of deduction and enforcement of act. **07**
