Seat No.: _____ Enrolment No._____

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER–III • EXAMINATION – WINTER 2013

Subject Code: 2830302 **Date: 20-12-2013**

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)**	What do you understand by strategic Reward management? Explain its characteristics and problems associated with its implementation?	**07**
	(b)	What are the various elements of total rewards? Explain the various models of total reward scheme?	**07**
Q.2	**(a)**	Employee engagement has emerged has a new buzzword for building human capital. Critically evaluate the statement in terms of its benefits, critics and factors influencing it?	**07**
	(b)	Differentiate between team Performance and Individual performance throwing lights on way to manage them?	**07**
		OR	
	(b)	What are the essentials to be taken care while designing the bonus scheme? Explain the various types of bonus scheme?	**07**
Q.3	**(a)**	What are the guiding principles for international reward. Explain any two approaches for calculating Expatriate pay in terms of features, advantages and disadvantages?	**07**
	(b)	Discuss in details the relevance of contingent pay in terms of today's competitive world? Describe in detail the various types of contingent pay?	**07**
		OR	
Q.3	**(a)**	Financial incentive may work for sales and production team but not for knowledgeable workers? Validate the above statement in context of approaches for financial and non-financial rewards.	**07**
	(b)	What do you mean by Job Analysis? Explain various techniques used by organization for doing job analysis?	**07**
Q.4	**(a)**	If you are an H.R.Manager in an organization what factors you are going to consider before deciding the pay levels in firm?	**07**
	(b)	Discuss in detail the tax implications to followed in case of employee remuneration and salary specifically in terms of various allowances and perquisites like gratuity, pension, house rent allowance, leave encashment, education allowances, medical allowances?	**07**
		OR	
Q.4	**(a)**	Many organizations are facing the problem of unequal pay? Give reasons for the same. Discuss in detail the action to be taken for ensuring equal pay in organization?	**07**
Q.4	**(b)**	What do you understand by job matching? Explain the various sources for collecting market data and briefly list the factors determining the validity and reliability of market sources?	**07**
Q.5	**(a)**	Explain in detail narrow graded structures, career family structure and job family structure?	**07**

	(b)	Discuss in detail the various factors which affect the level and nature of executive reward?	**07**

OR

Q.5	**(a)**	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**
	(b)	Explain in detail Socials Security Act-2008 for organized sector in terms of its scope, objective, benefits, applicability and penalties?	**07**

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