Seat No.: _____ Enrolment No._____

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER–III • EXAMINATION – WINTER 2013

Subject Code: 830302 **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)**	Explain in detail different models of rewards given Michael Armstrong.	**07**
	(b)	Write a short note on any two. 1. Financial rewards 2. Employee Benefit schemes 3. National Pension Schemes	**07**
Q.2	**(a)**	If the company is having PF registration number and 50 to 60 pecent staff who are getting salary more than Rs. 6500/-per month. Those who are not interested in PF getting salary more than 6500 or more can be allowed for exemption? If yes, than what kind of undertaking company should take from the employee for the keeping the safe hand?	**07**
	(b)	Why performance management is necessary? How does it influence promotions and rewards?	**07**
		OR	
	(b)	Define Reward management and explain the Components of Reward system and it's inter relationship?	**07**
Q.3	**(a)**	What is pay structure? Explain advantages and disadvantages of any three pay strucuters you know. Substantiate with examples.	**07**
	(b)	Highlight the comparative practice of compensation in Knowledge workers and manual workers.	**07**
		OR	
Q.3	**(a)**	What is job evaluation? Explain any 3 methods with suitable examples.	**07**
	(b)	What is international rewards? How it differs from domestic rewards. Explain any two approaches for international rewards.	**07**
Q.4	**(a)**	What are the provisions relating to Bonus under industrial laws? Are all companies supposed to pay Bonus Compulsorily to employees? What are the category of employees/industries is it applicable?	**07**
	(b)	When woman can qualify for maternity benefit? Describe claim and payment of maternity benefit under Maternity Act, 1961.	**07**
		OR	
Q.4	**(a)**	Differentiate living wage, minimum wage & fair wages with reference to Minimum wages Act, 1948. State the provisions related to, punishments, offences & Penalties under this act.	**07**
Q.4	**(b)**	What do you mean by "same work or work of similar nature"? What are the duties of the employer to pay equal remuneration to men and women workers for same work or work of similar nature under the Equal Remuneration, Act,1976?	**07**

Q.5	**(a)**	Define wages under payment of wages Act, 1936. State the provisions related to deduction of wages under various sections.	**07**
	(b)	Define Reward management, its aims & characteristics.	**07**

OR

Q.5	**(a)**	Read the following case and answer the questions given below to the case.(Assess the case under the provisions of Workman's Compensation Act,1923) Here in the case The Oriental Insurance Co. Ltd, is an appellant and K.N.Mohammed is a respondent. The case comes to an end after four years that is in 13.2.1997. The details of the case are as follows. Claimant workman while employed as a helper in a factory, met with an accident on 23.6.1993 in the course of employment. As a result of the accident arising out of employment he lost his thumb, index and middle fingers. Employer immediately intimated the matter to the insurance company. The workman was only 22 years of age. Medical practitioner certified that he suffered 24% loss of earning capacity. The workman claimed compensation for "total disablement" Commissioner awarded compensation for 100% loss of earning capacity accepting the case of the applicant and calculated compensation payable as Rs. 1,10,685/- with 6% simple interest. There was a direction that if the amount is not paid within 30 days of the award, 50% of the compensation amount shall be realized as penalty. Since insurance company was directed to deposit to the amount in Court. Should commissioner calculate the interest at the rate pf 6% which was applicable on the date of accident (19.6.1993) or at the rate of 12% which was applicable on the date of Supreme Court judgment that is 13.2.1997?	**07**
	(b)	Who is liable to pay penalty? Employer or Oriental Insurance Company?	**07**

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