Seat No.: _____ Enrolment No._____

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER–III • EXAMINATION – WINTER • 2014

Subject Code: 2830302 Date: 08-12-2014

Subject Name: Compensation Management (CM)

Time: 10:30 am - 01:30 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)**	Define total Rewards? Explain the various elements of total reward	**07**
	(b)	What is employee engagement ?Why is it important and also discuss the factors that influence engagement	**07**
Q.2	**(a)**	Discuss the various contingent pay schemes	**07**
	(b)	List the different principles which are to be borne in mind when developing a good recognition schemes	**07**
		OR	
	(b)	Define team pay? Which are the different types of teams which exists in a organization	**07**
Q.3	**(a)**	Which all factors affect the pay level?	**07**
	(b)	Discuss the various analytical job evaluation schemes	**07**
		OR	
Q.3	**(a)**	Which all different grade and pay structure exists in the organizations	**07**
	(b)	Why have the executive pays grown so much in the organizations	**07**
Q.4	**(a)**	List the approaches to rewarding knowledge workers	**07**
	(b)	Compare the different shop-floor incentive schemes.	**07**
		OR	
Q.4	**(a)**	Define Flexible benefits .Discuss the types of flexible benefit schemes	**07**
	(b)	What are the methods of evaluating and monitoring reward policies and practices	**07**
Q.5	**(a)**	Explain the employees provident funds and miscellaneous provisions act , 1952	**07**
	(b)	Discuss equal remuneration act ,1936	**07**
		OR	
Q.5	**(a)**	Explain the Payment of wages act , 1948	**07**
	(b)	Briefly list the meaning and benefits of Maternity act 1981	**07**

****