

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA (AM) SEMESTER 09 - EXAMINATION – SUMMER-2018

Subject Code: 4190533**Date: 02/05/2018****Subject Name: Compensation Management****Time: 2:30 PM To 5:30 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 is the role of compensation in organization? State out advantages of fair compensation. **07**
(b) Explain the 3P's of compensation approach with recent development. **07**
- Q.2** (a) Differentiate between traditional compensation approach and total reward approach. **07**
(b) Explain internal and external factors considered while deciding compensation. **07**
- OR**
- (b) Differentiate between financial and non-financial rewards. **07**
- Q.3** (a) Discuss the reason behind different types of pay system. **07**
(b) How does reward impact on performance? Explain. **07**
- OR**
- Q.3** (a) What are non-cash awards? Explain any five with suitable example. **07**
(b) Give difference between salary and wage. **07**
- Q.4** (a) Write a short note on Workmen's compensation Act 1923. **07**
(b) What is minimum wages act 1948? Explain. **07**
- OR**
- Q.4** (a) Which are the other types of pension schemes? Explain with suitable example. **07**
(b) Short note on Payment of gratuity act 1972. **07**
- Q.5** (a) Explain developing, managing and evaluating reward system. **07**
(b) Write a note on Maternity benefits Act, 1981 **07**
- OR**
- Q.5** (a) Write a note on Unorganized sector workers' social security Act, 2008. **07**
(b) Explain Rewarding special group with suitable example. **07**
