

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA (AM) – SEMESTER – IX • EXAMINATION – SUMMER - 2020

Subject Code: 4190533

Date: 06/11/2020

Subject Name: Compensation Management

Time: 02.30 pm to 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** (a) Explain Home country based, Host country based and Hybrid basis reward strategies with respect to international reward strategy. **07**
- (b) Define Reward System. Explain various Components of the Reward System. **07**
- Q.2** (a) Explain various elements of total reward. **07**
- (b) Discuss types on non-financial rewards with suitable example. **07**
- OR**
- (b) Discuss various principle of strategic reward. **07**
- Q.3** (a) What is Contingent Pay? Which are the For & Against Arguments done for Contingent Pay? **07**
- (b) Discuss Importance of Recognition Scheme in Performance Management. **07**
- OR**
- Q.3** (a) What is employee engagement? Which are the factors responsible for enhancing the engagement? **07**
- (b) Explain various factors affecting pay levels. **07**
- Q.4** (a) Why knowledge workers reward packages are considered specially? What are the approaches can be used to reward knowledge workers? **07**
- (b) Differentiate between analytical and non analytical job evaluation Scheme. **07**
- OR**
- Q.4** (a) Explain various types of employee benefits HR department choose to offer these days to the employees. **07**
- (b) Describe Practice of Evaluating Reward system in Reward Management. **07**
- Q.5** (a) Write a note on Definition, scope, and applicability of Payment of Wages act, 1936. **07**
- (b) Applicability & Eligibility of Employees State Insurance Act, 1948. **07**
- OR**
- Q.5** (a) Write a note on Maternity Benefits Act, 1981 explaining its applicability, provisions, exclusions and major amendments. **07**
- (b) Explain Salient features of Mediclaim Policy. **07**
