

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA INTEGRATED/MAM - SEMESTER– IX EXAMINATION – SUMMER 2021

Subject Code: 4190533

Date: 05/08/2021

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) Differentiate between intrinsic rewards and extrinsic rewards in context of individual and collective approach. **07**
(b) Discuss types on non-financial rewards with suitable example. **07**
- Q.2** (a) What do you understand by job matching? Explain the various sources for collecting market data with advantages and disadvantages of each. **07**
(b) Explain different types of bonus schemes with advantages. **07**
- OR**
- (b) What is “convergence and divergence” with respect to international reward policies ? **07**
- Q.3** (a) Why have the executive pays grown so much in the organizations. **07**
(b) “Rewarding sales and customer service staff would be different as compared to rewarding manual and knowledgeable workers” – Justify. **07**
- OR**
- Q.3** (a) Explain the various elements of directors and senior executives pay with examples and also mention the various reasons for tremendous growth of executive pay. **07**
(b) Compare the two main types of occupational pension schemes defined benefit and defined contribution. **07**
- Q.4** (a) What do you understand by strategic reward? Discuss guideline principle of strategic reward. **07**
(b) Discuss equal remuneration act ,1976 **07**
- OR**
- Q.4** (a) Write important characteristics strategic reward. **07**
(b) Briefly list the meaning and benefits of Maternity act 1981 **07**
- Q.5** (a) Define Flexible benefits .Discuss the types of flexible benefit schemes **07**
(b) Explain the Payment of wages act , 1936 **07**
- OR**
- Q.5** (a) Explain various approaches to rewarding knowledge workers. **07**
(b) Explain provisions of finance and audit under the employees’ state insurance act, 1948. **07**
