

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA Integrated - SEMESTER– VII EXAMINATION – SUMMER 2022

Subject Code: 2577132**Date: 04/06/2022****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 Reward Management. Briefly discuss the components of Reward System. **07**
- (b) What do you understand by Total Reward? Define the Tower Perrin model of Total Reward **07**
- Q.2** (a) Explain the Strategic Reward and its Characteristics. **07**
- (b) ABC Company is planning for expanding its business in Sri Lanka. Design the compensation package for the company for the expatriates. **07**
- OR**
- (b) Discuss the Various Approaches of Reward Management. **07**
- Q.3** (a) Do You Agree that Non Financial Reward motivate the employees for long period of time? Explain various types of Non Financial Reward. **07**
- (b) Discuss various types of Bonus Scheme. **07**
- OR**
- Q.3** (a) State the provisions of payment of minimum rates of wages under the minimum wage Act-1948 **07**
- (b) Discuss various Reward Schemes based on Business Performance **07**
- Q.4** (a) Briefly discuss Contingent Pay Schemes. **07**
- (b) Explain the Rewarding policy of directors and executives. **07**
- OR**
- Q.4** (a) List the types of flexible benefit schemes. **07**
- (b) Briefly discuss Workmen's Compensation Act, 1923 **07**
- Q.5** (a) How will you develop and implement reward system in your organization? **07**
- (b) Explain the features and benefits of Mediclaim policy **07**
- OR**
- Q.5** (a) Discuss Equal Remuneration Act, 1976. **07**
- (b) Discuss the reward strategy of Knowledge Workers and compare it with Manual Workers. **07**
