

GUJARAT TECHNOLOGICAL UNIVERSITY
MAM - SEMESTER- IX EXAMINATION – SUMMER 2022

Subject Code: 4190533**Date: 06/06/2022****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) What do you mean by Pay levels? Explain various factors affecting pay levels. **07**
 (b) Discuss in detail Hay Group Model and Zingheim and Schuster Model **07**
- Q.2** (a) Explain in details the Reward system components and their interrelationships. **07**
 (b) Discuss the various benefits provided by the Employees State Insurance Act 1948 in detail. **07**
- OR**
- (b) Explain provisions related to Maternity Benefit Act, 1981. **07**
- Q.3** (a) What is Bonus Scheme? Explain different types of bonus schemes with their advantages and disadvantages in detail. **07**
 (b) Write a short note on Income tax act provisions also mention the prevailing income tax slabs at present of Salaried person. **07**
- OR**
- Q.3** (a) Discuss types on non-financial rewards with suitable example. **07**
 (b) What do you understand by strategic reward? Discuss various principle of strategic reward. **07**
- Q.4** (a) What do you mean by recognition scheme? Explain its benefits and principles. **07**
 (b) What do you mean by Job Analysis? Explain various techniques used by organization for doing job analysis? **07**
- OR**
- Q.4** (a) Which aspects are considered while deciding pay for Rewarding Manual worker's need? **07**
 (b) Write a note on definition, scope, provision, major amendments, exclusions and applicability on Equal remuneration act 1976 **07**
- Q.5** (a) Write a short note on various types of employee benefits being offered these days to the employees in the organization. **07**
 (b) Explain any Six provisions made from Wages under 'The Payment of Wages Act 1936'. **07**
- OR**
- Q.5** (a) What do you mean by Financial Reward? Explain Arguments against financial reward. **07**
 (b) Differentiate between Hay group and Towers Perrin Model of Total Rewards. **07**