

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA INTEGRATED– SEMESTER - VII EXAMINATION- SUMMER-2023

Subject Code: 2577132**Date: 21/06/2023****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.
4. Use of simple calculators and non-programmable scientific calculators are permitted.

- Q.1** (a) Explain reward management. Briefly outline its framework **07**
 (b) how will you reward your sales & customer service staff? explain **07**
- Q.2** (a) Explain different grade and pay structures in the organization. **07**
 (b) Explain responsibility of reward management in detail. **07**
- OR**
- (b) Explain the term reward. Justify the determinants of pay. **07**
- Q.3** (a) ‘High level of individual’s involvement, satisfaction as well as enthusiasm leads to organizational success.’ Explain. **07**
 (b) Explain various “financial & Non financial benefits” in detail. **07**
- OR**
- Q.3** (a) Explain various reasons for introducing flexible benefits at your organization. List the types of flexible benefit schemes. **07**
 (b) explain in short payment of bonus act 1965. **07**
- Q.4** (a) Explain the Rewarding policy of directors and executives. **07**
 (b) How will you develop and implement reward system in your organization? **07**
- OR**
- Q.4** (a) Explain the different bonus schemes in the organization **07**
 (b) Give an account on Income tax act provisions with respect to salaried person. **07**
- Q.5** (a) State the provisions of payment of minimum rates of wages under the minimum wage Act-1948. **07**
 (b) What did you understand from Mediclaim policy explains with features? **07**
- OR**
- Q.5** (a) How will you monitor and evaluate reward practice in your organization? **07**
 (b) Agile Company is planning for expanding its business in other countries. Design the compensation package for the company for the expatriates **07**
