

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**MBA INTEGRATED-SEMESTER- VII-EXAMINATION- SUMMER-2024**

**Subject Code: 2577132****Date: 13/05/2024****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)** What is Reward? Explain contextual factors of Reward Management. **07**

**(b)** Explain Reward System and its components. **07**

**Q.2 (a)** Characterized Strategic Reward and also discuss the problem with concept of Strategic Reward. **07**

**(b)** Briefly discuss the International Reward Strategy. **07**

**OR**

**(b)** How does Reward impact on performance? Explain the characteristics of high-performance culture. **07**

**Q.3 (a)** What is financial and non-financial reward? Explain arguments for and against financial reward. **07**

**(b)** Explain payment of bonus act, 1965. **07**

**OR**

**Q.3 (a)** What is pay level? Explain the factors affecting pay level. **07**

**(b)** Discuss the approaches to rewarding knowledge workers. **07**

**Q.4 (a)** Explain the types of employee benefits. **07**

**(b)** Explain the reward policies with regard to managing reward system. **07**

**OR**

**Q.4 (a)** Explain Disablement and amount of compensation in case of death and disablement with respect to Workmen's Compensation Act, 1923. **07**

**(b)** State the provisions of payment of minimum rates of wages under the minimum wage Act-1948. **07**

**Q.5 (a)** Discuss the various schemes under rewarding for business performance. **07**

**(b)** Briefly discuss equal remuneration act, 1976. **07**

**OR**

**Q.5 (a)** How will you develop and implement reward system in your organization? **07**

**(b)** Write a note on Team Pay. **07**