

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA INTEGRATED-SEMESTER- IX-EXAMINATION- SUMMER-2024

Subject Code: 4190533
Subject Name: Compensation Management
Time: 02:30 PM TO 05:30 PM

Date: 04/05/2024
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.

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| Q.1 | (a) | What is Compensation Management? Discuss in detail Elements of Total Rewards. | 07 |
| | (b) | Explain how Reward System Operates. | 07 |
| Q.2 | (a) | Discuss in detail various components of Compensation Management | 07 |
| | (b) | Explain any four models of Total Rewards | 07 |
| OR | | | |
| | (b) | Explain in detail various types of Expatriates Pay along with allowances | 07 |
| Q.3 | (a) | Explain in detail various types of Non – Financial Rewards to be given to employee to keep them motivated. | 07 |
| | (b) | Explain in detail guiding principles to design various Contingent Pay. | 07 |
| OR | | | |
| Q.3 | (a) | Explain in various types of rewards given to shop floor workers. | 07 |
| | (b) | Explain in detail various types of Flexible Benefit to be given to an employee | 07 |
| Q.4 | (a) | Explain in detail various source of Market Rate. | 07 |
| | (b) | Explain in detail types of Job Evaluation Methods | 07 |
| OR | | | |
| Q.4 | (a) | Explain any four types of Grade and Pay Structure. | 07 |
| | (b) | Explain various determinants of Pay Level | 07 |
| Q.5 | (a) | Explain Payment of Gratuity Act, 1972 | 07 |
| | (b) | Explain the Role of Line Manager in Compensation Management | 07 |
| OR | | | |
| | (a) | Explain Maternity Benefit Act, 1981 | 07 |
| | (b) | How would a company manage its Reward System? Explain in detail | 07 |