

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA(AM) - SEMESTER- IX EXAMINATION – WINTER 2019****Subject Code: 4190533****Date: 16/11/2019****Subject Name: Compensation Management****Time: 10:30AM to 01:30PM****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 are the criteria for effectiveness of financial rewards? Enlist the Dos and Don'ts of using financial incentives. **07**
- (b) "Global click" a web-based online shopping company, gives weightage to the competencies of software engineers & marketing managers. You have been entrusted to help company to design a competency-based pay structure for software engineers & marketing managers. **07**
- Q.2** (a) Discuss the various contingent pay schemes. **07**
- (b) Why has executive pay grown so much? Discuss with suitable example. **07**
- OR**
- (b) Design a contribution-based sales compensation plan, assuming hypothetical figures, for a company engaged in retail sales of spices & blended masala. **07**
- Q.3** (a) Which all factors affect the pay level? **07**
- (b) Explain the reward system components and their interrelationships in detail **07**
- OR**
- Q.3** (a) Which all different grade and pay structure exists in the organizations **07**
- (b) Compare the different shop-floor incentive schemes. **07**
- Q.4** (a) List the different principles which are to be borne in mind when developing a good recognition schemes. **07**
- (b) What do you understand by job matching? Explain the various sources for collecting market data with advantages and disadvantages of each. **07**
- OR**
- Q.4** (a) Differentiate between intrinsic rewards and extrinsic rewards in context of individual and collective approach. **07**
- (b) Explain provisions of finance and audit under the employees' state insurance act, 1948. **07**
- Q.5** (a) Discuss equal remuneration act, 1936. **07**
- (b) Explain provisions related to Maternity Benefit act, 1981. **07**
- OR**
- Q.5** (a) Discuss Payment of Gratuity Act, 1972. **07**
- (b) Discuss Payment of Wages act 1936, for rules of deduction and enforcement of the act. **07**
