

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA - SEMESTER– III EXAMINATION – WINTER 2019****Subject Code: 3539233****Date:05-12-2019****Subject Name: Compensation Management****Time: 10:30 AM TO 1.30 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 Explain in brief / Define shortly . (14)

1. Explain term , Total Rewards
2. Differentiate : Home Based Pay Vs. Host Country based Pay
3. Differentiate among, Wages , Remuneration and Rewards.
4. Explain term , Non financial rewards
5. Explain Strategic Rewards
6. Explain Rewarding Team
7. Convergence and Divergence reward policies

Q.2 (a)Write a note on Strategic Rewards System , Differentiate between Financial and Non financial rewards. (7)

(b) How expatriates are normally rewarded? What are the various challenges in rewarding them ? (7)

OR**Q.2 (b) Differentiate between Hay group and Towers Perrin Model of Total Rewards (7)****Q.3 (a) Write a note on IES Model of Employee Engagement with diagrammatic presentation. (7)**

(b) Differentiate and explain contingent pay and non contingent pays (7)

OR**Q.3 (a) Explain “Knowledge Worker” and How to reward them? . (7)**

(b) What is Market rate analysis in reward management? Explain it’s advantages and disadvantages (7)

Q.4 (a) Write a note on various pay bands and pay strictures with suitable examples (7)

(b) Write a note on definition, scope , provision , major amendments , exclusions and applicability on Equal remuneration act 1976 (7)

OR**Q.4 (a) Write a note on Job Family structures , it’s advantages and disadvantages (7)**

(b) Write a note on definition, scope , provision , major amendments , exclusions and applicability on payment of wages act 1936. (7)

Q.5 Read the following case and answer the questions given below.

Mr. Shekhar has been working with M/s Blue Mart Ltd which is one among the largest Project

company in the country. Mr. Shekhar is Masters in structural civil engineering from IIT and specialized in construction project management. He joined himself as trainee in the company and with his constant and consistent performance and team management, he has grown in the company as General Manager level in last 20 years of his career. At present he is posted at Pune - Maharashtra and living with his family. Mr. Shekhar has two children, Elder daughter studying in 12th standard of Science and younger son is studying in 10th standard. Mr. Shekhar's old age mother is not keeping good health and she is under treatment with family Doctor Mr. Nagpal at Pune since last 8 years.

M/s Blue Mart Ltd does not have much presence in the East part of the country and Governing Board of the company believes that, in the near future there is going to be a tremendous growth in the East part of the country - specifically in West Bengal and Assam states.

Company wants to develop business in East part of the India, and after evaluating all the options they concluded that Mr. Shekhar is the person who can really take up the task. HR department was given a task to convince and mobilize Mr. Shekhar to move to Kolkata office. HR department has been given additional section and permission to increase the salary package (C to C, Cost to Company) up to Rs. 2,00,000/- Lacs in monthly salary of Mr. Shekhar if he agrees to move to Kolkata. Besides HR department is requested to ask if any genuine needs Mr. Shekhar has to take up the task.

During the preliminary meeting with Mr. Shekhar, Compensation Manager and HR Head Mr. Singh found that – Mr. Shekhar did not sound positive to move to Kolkata as there is a need of him with his family and he is not prepared to move his family. However company insisted HR department and Compensation Head to convince Mr. Shekhar at any cost.

From the personal source, Mr. Singh also found that competition company M/s PQR Ltd. badly needs the services of Mr. Shekhar at Pune and Mr. Shekhar also had preliminary meeting with the HR department of M/s PQR Ltd. once after getting sense of transfer to Kolkata office.

Answer the following Questions from the case.

- Q.5 (a) Discuss the case with respect to your learning of Compensation Management in brief (7)
(b) What are the key challenges Mr. Singh as compensation manager and HR head now have for the company? (7)

OR

- Q.5 (a) Discuss the case with respect to Maslow's hierarchy theory and evaluate what is right or wrong M/s Blue Mart Ltd. is doing specially in Mr. Shekhar's case? (7)
(b) Suggest 3 steps with to Mr. Singh (HR and Compensation head of M/s Blue Mart Ltd to ensure retention and growth of Mr. Shekhar and to prevent him joining M/s PQR Ltd. (7)