

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA(INTEGRATED)- SEMESTER- VII EXAMINATION – WINTER 2020

Subject Code:2577132

Date:04/01/2021

Subject Name:Compensation Management

Time:10:30 AM to 12:30 AM

Total Marks: 47

Instructions:

1. Attempt any **THREE** questions from Q1 to Q6.
2. Q7 is compulsory.
3. Make suitable assumptions wherever necessary.
4. Figures to the right indicate full marks.

- Q:-1 (A) Explain reward management. Briefly outline its framework. 07
- Q:-1 (B) Explain different grade and pay structures in the organization. 07
- Q:-2 (A) Agile Company is planning for expanding its business in other countries. 07
Design the compensation package for the company for the expatriates.
- Q:-2 (B) Explain the different bonus schemes in the organization. 07
- Q:-3 (A) Explain the Rewarding policy of directors and executives. 07
- Q:-3 (B) State the provisions of payment of minimum rates of wages under the 07
minimum wage Act-1948.
- Q:-4 (A) Explain various reasons for introducing flexible benefits at your 07
organization. List the types of flexible benefit schemes.
- Q:-4 (B) With reference to Payment of Wages Act 1936 answer the following 07
questions:
i. Define Wages
ii. List down the deductions which may be made from wages
- Q:-5 (A) How will you develop and implement reward system in your organization? 07
- Q:-5 (B) Give an account on Income tax act provisions with respect to salaried 07
person.
- Q:-6 (A) What did you understand from Mediclaim policy explains with features? 07
- Q:-6 (B) How will you monitor and evaluate reward practice in your organization? 07
- Q:-7 (A) ‘High level of individual’s involvement, satisfaction as well as enthusiasm 05
leads to organizational success.’ Explain.
- OR
- Q:-7 (A) Explain the term reward. Justify the determinants of pay. 05