

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA(INTEGRATED)- SEMESTER– IX EXAMINATION – WINTER 2020****Subject Code:4190533****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) What is Compensation? What are the advantages of providing fair compensation pay in in organization? **07**
- (b) Write a note on Towers and Perrin Model of the Total Rewards Management. **07**
- Q.2** (a) Differentiate between traditional compensation approach and total reward approach. **07**
- (b) What do you understand by strategic reward? Discuss various principle of strategic reward. **07**
- Q.3** (a) Differentiate the financial and Non-financial rewards offered to employees. **07**
- (b) Explain in detail what are Narrow graded structures, Career family structure and Job family structure. **07**
- Q.4** (a) What is Bonus Scheme? Explain different types of bonus schemes with their advantages and disadvantages in detail. **07**
- (b) Explain in detail various types of employee benefits being offered these days to the employees in the organization. **07**
- Q.5** (a) Explain Rewarding special groups in the organization with suitable example. **07**
- (b) If you are an H.R. anager in an organization what factors you are going to consider before deciding the pay levels in firm? **07**
- Q.6** (a) Discuss in detail the various steps involved in the process of Development of Reward System. **07**
- (b) Define Job Evaluation. Explain Various methods of Job Evaluation. **07**
- Q.7** (a) Write a short note on Workmen’s compensation Act 1923. **05**
- OR**
- Q.7** (a) Explain the major provisions of Maternity Benefits Act, 1981. **05**
