

**GUJARAT TECHNOLOGICAL UNIVERSITY****MBA - SEMESTER– III EXAMINATION – WINTER 2020****Subject Code:3539233****Date:08/01/2021****Subject Name:Compensation Management (CM)****Time:10:30 AM TO 12.30 PM****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.**

|               |  |           |
|---------------|--|-----------|
| <b>Q.1(a)</b> | Terms  | <b>06</b> |
|               | a. Gratuity  |           |
|               | b. Expatriate  |           |
|               | c. Contingent Pay  |           |
| <b>Q.1(b)</b> | a. Intrinsic Motivation  | <b>06</b> |
|               | b. Strategic Reward  |           |
|               | c. Convergence   |           |
| <b>Q.2</b>    | (a) “Total Reward Package in Modern Organization is known for bunch of Rewards” Explain the Statement with Total Reward Package and also Draw how this Reward System Operates.                                     | <b>06</b> |
|               | (b) Mr. A is working in MNC and has been asked to work in Iran with its host company. Mr. A is not ready with that Explain how a company can convince Mr. A to go to Iran with its pay and allowances.             | <b>06</b> |
| <b>Q.3</b>    | (a) Discuss in detail various Determinants of Pay level in the organization.   | <b>06</b> |
|               | (b) ABC Ltd. has earned an huge amount of profit in the year 2017. It has decided to share this Business performance with its employee in form of reward. What options does a company have to share that profit?   | <b>06</b> |
| <b>Q.4</b>    | (a) Explain in detail various Job Evaluation Schemes.  | <b>06</b> |
|               | (b) Mr. Jobs is very happy with the work of employee and decides to give them contingent pay. Kindly give him various option of Contingent Pay. And also State the guiding principle for effective contingent pay. | <b>06</b> |
| <b>Q.5</b>    | (a) Explain in detail any three types of Grade and Pay Structure   | <b>06</b> |
|               | (b) “Shop Floor workers are considered to be the base of any company, thus they have to be kept satisfied” Explain the statement by explaining various types of incentive an organization can give to them.        | <b>06</b> |
| <b>Q.6</b>    | (a) Explain in detail various types of Flexible Benefit an organization can offer to its employees.  | <b>06</b> |
|               | (b) Explain in detail sources of Market Data.  | <b>06</b> |

**Q.7**

**CASE STUDY:**

Mrs. Sharma has been working in XYZ Pvt. Ltd., where 100 employees are working, for past 7 years. During her tenure of service she has been found one of the hard working, committed and loyal employee. Mrs. Sharma got the promotion after completion of her 5 years service in the company. She is highly satisfied with the company and has been looking forward to serve the company for many years. On the contrary, Company is also satisfied with her work and is more concentrating in her succession planning.

- (a) While entering in her 7th year of service Mrs. Sharma is eligible for Maternity benefits. Explain the provision with regard to Maternity Benefit Act, 1961 with all amendments. **5.5**
- (b) Mrs. Sharma is Knowledge Worker in the organization explain various approaches of rewarding to her in an organization. **5.5**

**OR**

- Q.7** (a) If during her service to an organization she met with an accident explain various provision with respect to compensation act. **5.5**
- (b) If after completion of her 7 years of service she plans to quit the job. Is she eligible for gratuity? If yes, then explain various provision for gratuity act. **5.5**

\*\*\*\*\*