GUJARAT TECHNOLOGICAL UNIVERSITY

MAM - SEMESTER– IX EXAMINATION – WINTER 2021

Subject Code: 4190533   **Date: 25/11/2021**
Subject Name: Compensation Management
Time: 10:30 AM to 01:30 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	**(a)**	What do you understand by strategic reward? Discuss various principle of strategic reward.	**07**
	(b)	Define total Rewards? Explain the various elements of total reward.	**07**
Q.2	**(a)**	Explain in details the Reward system components and their interrelationships.	**07**
	(b)	Discuss the various contingent pay schemes.	**07**
		OR	
	(b)	Explain provisions related to Maternity Benefit Act, 1981.	**07**
Q.3	**(a)**	What is Bonus Scheme? Explain different types of bonus schemes with their advantages and disadvantages in detail.	**07**
	(b)	Define Job Evaluation. Explain Various methods of Job Evaluation.	**07**
		OR	
Q.3	**(a)**	Discuss types on non-financial rewards with suitable example.	**07**
	(b)	Explain provisions of finance and audit under the Employee's State Insurance Act, 1948.	**07**
Q.4	**(a)**	What do you mean by recognition scheme? Explain its benefits and principles.	**07**
	(b)	What do you mean by Job Analysis? Explain various techniques used by organization for doing job analysis?	**07**
		OR	
Q.4	**(a)**	Which aspects are considered while deciding pay for Rewarding Manual worker's need?	**07**
	(b)	Write a note on definition, scope , provision , major amendments , exclusions and applicability on Equal remuneration act 1976	**07**
Q.5	**(a)**	Explain various approaches to rewarding knowledge workers.	**07**
	(b)	Write a note on definition, scope , provision , major amendments , exclusions and applicability on payment of wages act 1936.	**07**
		OR	
Q.5	**(a)**	What do you mean by Financial Reward? Explain Arguments against financial reward.	**07**
	(b)	Differentiate between Hay group and Towers Perrin Model of Total Rewards	**07**

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