

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER -III– EXAMINATION – WINTER 2021

Subject Code: 3539233**Date: 28-02-2022****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)** Explain the following terms: **14**
1. Total rewards
 2. Penalize skill
 3. Job matching
 4. Cashless rewards
 5. Effort bargain
 6. Convergence and Divergence Policy
 7. Flexible benefits and Fringe benefits
- Q.2 (a)** What is Contingent Pay? Which are the fairest& darkest sides of Contingent Pay? **07**
- (b)** Discuss in detail with the help of total rewardmodel: “Exploration of reward system should be in such a way to provide best mix of all motivators”. **07**
- OR**
- (b)** “Equality in employment can be seriously impaired when women are subjected to gender-specific discriminations such as glass ceiling.” Explain in detail. **07**
- Q.3 (a)** What is Rewarding Financial Business Performance? Explain the types of such schemes. **07**
- (b)** Design a contribution based sales compensation plan, assuming hypothetical figures, for a company engaged in retail sales of milk and milk products. **07**
- OR**
- (a)** Which types of employees benefit schemes are offered to the employees? Explain in detail. **07**
- (b)** How does one design bonus scheme by taking essential care? Explain various types of Bonus Schemes. **07**
- Q.4 (a)** Give details of applicability &eligibility of Employees State Insurance Act,1948. **07**
- (b)** Giveany five significant provisions made for Payment of Wages &Deductions from Wages under ‘The Payment of Wages Act 1936’. **07**

OR

- (a) What is gratuity? Give details of employee's entitlements as per "Payment of Gratuity Act". 07
- (b) Explain important provisions related to Maternity Benefit Act, 1981 07

Q.5 Analyze the following case and answer the questions given below:

XYZ limited deals with the branded garments since last 60 years. Most of the employees are nearing the retirement. The HR department gradually started replacement of old staff with new one. Within a short time, they have started receiving complaints from various customers and shops regarding deterioration of quality. They have analyzed this and found that employees change has impacted their quality. The new employees always resist and start questioning the methods and Techniques Company follows since the inception. New employees ask for freedom in their work. Compare to this, old workers felt ignored and are not able to cope up with changing culture. They always focus on historic old patterns and not ready to accept new changes. Young workers found that old workers are misleading them. Situation got worse, day by day, resulting in conflicts; reduction in production quantity and quality. Management hires a consulting firm to solve this problem. They suggested reward strategy to motivate and engage employees.

- (a) Do you think reward strategy will solve their problems? Why? 07
- (b) Explain how the company can increase the engagement of their employees in their work. 07

OR

- (a) Do you think a control system will benefit the company to overcome the problem? 07
- (b) Give some other suggestions to company to overcome this problem. Justify with proper examples 07
