

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA Integrated - SEMESTER– VII EXAMINATION – WINTER 2022****Subject Code: 2577132****Date: 30/12/2022****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 concept of total reward and discuss the elements of total reward. **07**
- (b) Explain the term Expatriate and discuss various approaches to calculate expatriate pay. **07**
- OR**
- Q.2** (a) Explain the strategic reward and its characteristics. **07**
- (b) Discuss the concept Engagement and reward. **07**
- OR**
- (b) Explain contingent pay system and its types. **07**
- Q.3** (a) How reward management affect to the performance of employees? Explain the characteristics of high performance culture. **07**
- (b) What are the methods available in if organization wants to reward the employees' base on business performance? **07**
- OR**
- Q.3** (a) Explain Workmen's Compensation Act, 1923 **07**
- (b) Discuss types of grade and Pay Structures **07**
- Q.4** (a) Explain Reward strategy for Sales and Customer Service Staff **07**
- (b) Explain the different bonus schemes in reward management. **07**
- OR**
- Q.4** (a) Discuss the steps of developing reward system. **07**
- (b) Briefly discuss the Equal Remuneration Act, 1976. **07**
- Q.5** (a) Discuss the elements regarding senior executive pay. **07**
- (b) Write the note on income tax act provisions with respect to salaried persons. **07**
- OR**
- Q.5** (a) Explain Market Rate Analysis also discuss sources of data collection through market rate analysis. **07**
- (b) Explain the features and benefits of Mediclaim policy **07**
