

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY

MAM - SEMESTER– IX EXAMINATION – WINTER 2022

Subject Code: 4190533

Date: 15/12/2022

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) State various types of employee's benefits. Explain benefits that satisfy personal needs of employee. 07
- (b) State various forms of contingent pay schemes. Explain any one scheme in detail. 07
- Q.2 (a) State benefits provided by occupational pension scheme. 07
- (b) Discuss in detail the various steps involved in the process of development of reward system. 07
- OR
- (b) What do you understand by Reward Management? Explain the various components of a reward system. 07
- Q.3 (a) Critically evaluate the various types of grade and pay structures by giving advantages and disadvantages of each of them. 07
- (b) Which all factors affect the pay level? 07
- OR
- Q.3 (a) Discuss the methods of rewarding sales staff. 07
- (b) Which all different grade and pay structure exists in the organizations. 07
- Q.4 (a) What is Flexible Benefit? Explain in details various types of Flexible benefit. 07
- (b) Write a short note on Profit Sharing. 07
- OR
- Q.4 (a) Briefly list the meaning and benefits of Maternity act, 1981. 07
- (b) Briefly explain the payment of gratuity act, 1972. 07
- Q.5 (a) Discuss payment of wages act, 1936 for rules of deduction and enforcement of the act. 07
- (b) Explain in detail Payment of Bonus Act, 1965. 07
- OR
- Q.5 (a) Briefly explain minimum wage Act, 1948. 07
- (b) Write a Detail note on Workmen's compensation Act, 1923. 07
