GUJARAT TECHNOLOGICAL UNIVERSITY
MBA Integrated– SEMESTER –VII-EXAMINATION – WINTER-2023

Subject Code:2577132   **Date: 11-12-2023**
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.
4. **Use of simple calculators and non-programmable scientific calculators are permitted.**

Q1. (A)	Define reward system and explain components of reward system		**(07)**
Q1. (B)	Classify different grade and pay structures in the organization		**(07)**
Q2. (A)	Explain the term expatriate and describe approaches to calculate expatriate pay?		**(07)**
Q2. (B)	List down various forms of contingent pay? Explain 3 key features of each?		**(07)**

OR

Q2. (B)	Explain the term reward. Justify the determinants of pay	**(07)**

Q3. (A)	Differentiate between "financial & Non financial benefits" in detail.	**(07)**
Q3. (B)	Describe various Approaches to develop High Performance Culture	**(07)**

OR

Q3. (A)	Outline the issues been faced while implementing reward strategy?	**(07)**
Q3. (B)	Describe the Model of Total Reward by Towers Perrin?	**(07)**

Q4. (A)	Mention Income tax act provisions with respect to salaried person	**(07)**
Q4. (B)	Describe model for evaluating reward system	**(07)**

OR

Q4. (A)	State various reasons for introducing flexible benefits at your organization. List the types of flexible benefit schemes.	**(07)**
Q4. (B)	Mention the Rewarding policy of directors and executives	**(07)**

Q5. (A)	What did you understand from Mediclaim policy? Explain with features?	**(07)**
Q5. (B)	As per Payment of Wages kindly mention the responsibility of employer for payment of wages and Deduction which may be made from the wages?	**(07)**

OR

Q5. (A)	Differentiate the term total disablement and partial disablement according to Workmen's Compensation Act,1923 and specify the amount of compensation to be paid in different situation.	**(07)**
Q5. (B)	Determine principles need to be kept in mind while developing recognition schemes?	**(07)**

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