

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**MBA Integrated– SEMESTER –IX-EXAMINATION – WINTER-2023**

**Subject Code:4190533****Date: 08-12-2023****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.

- Q.1** (a) What is reward management? Explain various components of reward system. 07  
 (b) State various forms of contingent pay schemes. Explain any one scheme in detail. 07
- Q.2** (a) State various types of employee's benefits. Explain benefits that satisfy personal needs of employee. 07  
 (b) What is job evaluation? Explain the various method of job evaluation. 07
- OR**
- (b) State benefits provided by occupational pension scheme. 07
- Q.3** (a) With reference to payment of wages Act 1936 answer the following question:  
 - Define wages  
 - List down the deduction which may be made from wages 07  
 (b) Name any seven deductions which can be made from wages under The Payment of Wages Act-1936. 07
- OR**
- Q.3** (a) Write a shortnote on any of two: 07  
 - Compensation trends  
 - High performance work system  
 - Guiding principles of international reward  
 (b) Explain Quantum of Gratuity payable to employee under The Payment of Gratuity Act-1972. 07
- Q.4** (a) What are the objectives of Social Security Act, explain the controversy over the New Pension Scheme (NPS) introduced recently in India. 07  
 (b) Write the functions and duties of Inspectors under the Employees State Insurance Act-1948. 07
- OR**
- Q.4** (a) Define self-employed worker, unorganized worker and wage worker under Unorganized Sector Workers Social Security act-2008. 07  
 (b) State the provisions of Notice of claim for maternity benefit under The Maternity Benefits Act. 07
- Q.5** (a) Explain non-analytical job evaluation schemes in brief. 07  
 (b) What is the object of the Employees State Insurance Act 1948? Discuss the various benefits provided by the act in detail. 07
- OR**
- Q.5** (a) what are the four procedures of grading or evaluation of the Reward? 07  
 (b) Write a note on methods of rewarding sales staff in brief. 07