

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**MBA INTEGRATED-SEMESTER-VII-EXAMINATION-WINTER-2024**

**Subject Code: 2577132**

**Date: 26/11/2024**

**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)** State various types of employee's benefits. Explain benefits that satisfy personal Needs of employee. **07**  
**(b)** Write a note on rewarding manual workers in brief. **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)** what are the four procedures of grading or evaluation of the Reward? **07**  
**(b)** Name any seven deductions which can be made from wages under The Payment of Wages Act-1936. **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)** What are the reasons for evaluating reward systems and what are the possible reasons for the lack of interest in evaluation and what can be done about it? **07**

**OR**

**Q.5 (a)** Briefly explain minimum wage Act, 1948. **07**  
**(b)** Write a Detail note on Workmen's compensation Act, 1923. **07**

\*\*\*\*\*