

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA INTEGRATED - SEMESTER - VII EXAMINATION - WINTER 2025****Subject Code: 2577132****Date: 19-11-2025****Subject Name: Compensation Management****Time: 10:30 AM TO 01:30 PM****Total : 70****Instructions**

- 1. Attempt all questions.**
- 2. Make suitable assumptions wherever necessary.**
- 3. Figures to the right indicate full.**
- 4. USE of SIMPLE calculators AND non-programmable scientific calculators are permitted.**

Questions		Marks
Q1 (a)	Diagrammatically explain Total Reward Management Frame work and interrelations of each factor.	07
Q1 (b)	Discuss in detail Hay Group Model and Zingheim and Schuster Model of reward management.	07
Q2 (a)	What is the difference between incentives and rewards? Discuss the types of non-financial rewards in brief?	07
Q2 (b)	Identify the ways through which an organization align compensation strategy with its HR strategy and Business Strategy? What are benefits to link HR strategies with Business Strategies?	07
OR		
Q2 (b)	What is Mediclaim? Discuss some salient features of Mediclaim policy in brief.	07
Q3 (a)	High level of individual's involvement, satisfaction as well as enthusiasm leads to organizational success.' Justify the statement?	07
Q3 (b)	State the provisions of payment of minimum rates of wages under the minimum wage Act-1948.	07
OR		
Q3 (a)	Discuss the types of Grade and Pay Structure in brief.	07
Q3 (b)	Give an account on Income tax act provisions with respect to salaried person.	07
Q4 (a)	Discuss the reward strategy of Knowledge Workers and compare it with Manual Workers	07
Q4 (b)	Differentiate between Partial and total Disablement with respect to "The employee compensation Act 1923 "and justify the various benefits to be given in each case with respect to Partial, Total disablement and Death of an employee.	07
OR		
Q4(a)	Determine various issues and problems faced while implementing reward Strategy?	07
Q4 (b)	Define HPWS and explain various components of HPWS.	07
Q5 (a)	Explain the meaning of Market Rate Analysis and Factors affecting the validity and reliability of market rate data.	07
Q5 (b)	Outline the Role of Reward in Enhancing Engagement?	07
OR		
Q5 (a)	Explain any 3 types of Bonus scheme with its features, advantages and disadvantages.	07
Q5 (b)	Define Expatriate Pay and mention certain propositions on which expatriate remuneration policies are framed.	07