

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA. Sem-III Regular Examination January 2011****Subject code: 830302****Subject Name: Compensation Management****Date: 07 /01 /2011****Time: 10.30 am – 01.00 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) 'Reward strategies and practices must take account of internal and external context' Explain in brief. **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) Explain the role of computers in reward management. **07**
- OR**
- (b) State benefits provided by occupational pension scheme. **07**
- Q.3** (a) What are the functions of Advisory Board and Central Advisory Board constituted under Minimum Wages Act-1948? Describe composition of Central Advisory Board. **07**
- (b) Name any seven deductions which can be made from wages under The Payment of Wages Act-1936. **07**
- OR**
- Q.3** (a) State the provisions of payment of minimum and maximum bonus under The Payment of Bonus Act-1965. **07**
- (b) Explain Quantum of Gratuity payable to employee under The Payment of Gratuity Act-1972. **07**
- Q.4** (a) Explain Employers liability for compensation under the Workman Compensation Act-1923. **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) State the guiding principles for grade and pay structures. **07**
- OR**
- Q.5** (a) Mention the disadvantages of incentive schemes rewarding manual workers in brief. **07**
- (b) Write a note on methods of rewarding sales staff in brief. **07**