

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA - SEMESTER-III • EXAMINATION – WINTER • 2014****Subject Code: 2830302****Date: 08-12-2014****Subject Name: Compensation Management (CM)****Time: 10:30 am - 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.

- Q.1** (a) Define total Rewards? Explain the various elements of total reward **07**
(b) What is employee engagement ?Why is it important and also discuss the factors that influence engagement **07**
- Q.2** (a) Discuss the various contingent pay schemes **07**
(b) List the different principles which are to be borne in mind when developing a good recognition schemes **07**

OR

- (b) Define team pay? Which are the different types of teams which exists in a organization **07**
- Q.3** (a) Which all factors affect the pay level? **07**
(b) Discuss the various analytical job evaluation schemes **07**

OR

- Q.3** (a) Which all different grade and pay structure exists in the organizations **07**
(b) Why have the executive pays grown so much in the organizations **07**
- Q.4** (a) List the approaches to rewarding knowledge workers **07**
(b) Compare the different shop-floor incentive schemes. **07**

OR

- Q.4** (a) Define Flexible benefits .Discuss the types of flexible benefit schemes **07**
(b) What are the methods of evaluating and monitoring reward policies and practices **07**
- Q.5** (a) Explain the employees provident funds and miscellaneous provisions act , 1952 **07**
(b) Discuss equal remuneration act ,1936 **07**

OR

- Q.5** (a) Explain the Payment of wages act , 1948 **07**
(b) Briefly list the meaning and benefits of Maternity act 1981 **07**
