

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA - SEMESTER-III • EXAMINATION – SUMMER • 2015

Subject Code: 830302

Date: 29-05-2015

Subject Name: Compensation Management (CM)

Time: 14:30 pm – 17:30 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) Explain the following terms in brief **07**
Vertical Integration Vs Horizontal Integration
Steps in introducing total rewards
Career Family Structure
- (b) Explain the levels of Convergence and Divergence policy under international reward **07**
- Q.2** (a) Discuss the characteristics and Aims of reward management **07**
(b) As a result of consultant's feedback Amazon ltd diagnosed that employees lack a sense of belongingness toward the organization. Kindly discuss various techniques that the organization need to adopt for enhancing "Employee Engagement" in an organization **07**
- OR**
- (b) Mention various types of Contingent Pay Schemes and discuss Contribution Related Pay in detail **07**
- Q.3** (a) Explain Elements of Total Rewards **07**
(b) Explain the approaches of rewarding knowledge workers **07**
- OR**
- Q.3** (a) Explain Narrow graded structure, Broad graded structure and Spot rate **07**
(b) Explain the approaches of rewarding manual workers **07**
- Q.4** (a) Define the term "Flexible Benefits". Explain why do companies introduce flexible benefits **07**
(b) Anil is Asst Manager– HR at S H Pharmaceuticals Ltd. He has been assigned the responsibility of training 5 freshers recruited in HR department. According to you what are the qualities he should be discussing with these freshers to guide them towards the path of being a successful reward professional? **07**
- OR**
- Q.4** (a) Explain the provisions under Equal Remuneration Act,1976 **07**
(b) Explain the concept of High Performance Work Systems **07**
- Q.5** (a) State the provisions under Payment Of Bonus act, 1965 **07**
(b) Explain the deductions under Payment Of Wages Act, 1936 **07**
- OR**
- Q.5** (a) Explain the provisions under Unorganized Sector workers' Social Security Act,2008 **07**
(b) Explain the provisions under workmen's compensation act, 1923 **07**
