

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA SEMESTER- III - EXAMINATION-SUMMER-2024

Subject Code: 4539232**Date: 01/05/2024****Subject Name: Compensation Management****Time: 02:30 PM TO 05:30 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)** 1. Team pay **14**
 2. Spot rate
 3. Convergence & Divergence (with respect to international reward policy)
 4. Reward
 5. Market rate
 6. Contingent pay
 7. Expatriate pay

- Q.2 (a)** What do you understand by Reward Management? Explain the various components of a reward system. **07**
- (b)** “Elements of a reward system should be interconnected” – Critically evaluate the statement. **07**

OR

- (b)** List down the various aims of reward management and explain the fundamental factors that influence it. **07**
- Q.3 (a)** What is the difference between incentives and rewards and discuss the various types of financial rewards? **07**
- (b)** Draw Employee Effectiveness Model and explain the concept? How reward policies influence performance through engagement. **07**

OR

- Q.3 (a)** Highlight the comparative practice of compensation in Knowledge workers and manual workers. **07**
- (b)** State various types of employee's benefits. Explain benefits that satisfy personal needs of employee. **07**
- Q.4 (a)** With reference to Payment of Wages Act 1936 answer the following questions: **07**

1. Define Wages
2. List down the deductions which may be made from wages.

- (b) What are the functions of Advisory Board and Central Advisory Board constituted under Minimum Wages Act-1948? 07

OR

- Q.4 (a) What is Mediclaim policies? Explain various features of Mediclaim policies. 07
(b) State benefits provided by occupational pension scheme. 07

Q.5 VC limited deals with the branded garments for all ages and sizes since last 60 years. Most of the employees are nearer to retirement. The HR department gradually started replacement of old staff with new ones. Within a limited time, they have started receiving complain from various customers and shops regarding deterioration of quality.

They have analyzed this and found that employee change has impacted their quality. The new employees always resist and start questioning on methods and Techniques Company follows since the existence.

New employees ask for freedom in their work. Compared to this, old workers felt ignored and are not able to cope up with changing culture. They always focus on historic old patterns and not ready to accept new changes. Young workers found limited control and found that old workers are misleading them. Situation got worse, day by day, resulted in conflicts, reduce in production quantity and quality. Management hires a consulting firm to solve this problem. They suggested reward strategy to motivate and engage employee.

- (a) Do you think reward strategy will solve their problems? 07
(b) How can company engage their employees in their work? 07

OR

- Q.5 (a) Do you think control system will benefit the company to overcome the problem? 07
(b) Which type of other suggestion you would like to give to company to overcome this problem? Justify with proper examples. 07
