

Seat No. /Enrollment No. _____

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

Subject Code: 4539232

Date: 16/12/2024

Subject Name: Compensation Management

Time: 10:30 AM TO 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.
4. Use of simple calculators and non-programmable scientific calculators are permitted.

Q :1 Short Questions

14

- a) Draw Total Rewards Frame work
- b) Differentiate between Individual Vs Communal Pay
- c) Explain Strategic Reward.
- d) Explain Team Pay
- e) Define Contingent Pay
- f) Explain Need and relevance of Bonus
- g) Explain AMO Formula.

Q.2

(a) Explain commonalities and differentiations between Towers and Perrin Model and Zingheim and Schuster Models of Total Rewards. **07**

(b) What is Convergent and Divergent thinking of Total rewards with references to total rewards? Explain it's implication in brief with examples. **07**

OR

(b) What are the various methods of rewarding for an employee as International rewards? Explain the same with suitable examples. **07**

Q.3

(a) What are the key elements of Employee Engagement, Diagrammatically explain it's key components and explain how rewards management support enhancing Employee Engagement? **07**

(b) Define Performance Appraisal and explain High Performance Work Systems, How Reward Management can support in establishment of the same? **07**

OR

Q.3

(a) Diagrammatically explain Grade pay and pay structures with suitable Examples. ? **07**

(b) Differentiate among various types of Contingent Pay Schemes, It's need and relevance with examples. **07**

Q.4

(a) Write a note on Definition, objectives, scope, provision, major amendments, inclusions and exclusions of Works 'Men compensation Act 1923. Critically discuss it's need and evaluation. 07

(b) What will be the commonalities and differences while rewarding special groups like Directors and Senior Executives Vs. Sales workers? State your answers with the suitable examples. 07

OR

Q.4

(a) Write a note on Definition, objectives, scope, provision, major amendments, inclusions, and exclusions of Income tax Act, with respect to salaried person. Critically discuss it's need and importance in Nation's Economic Development. 07

(b) Briefly explain various recognition schemes and the need and importance of Team Pay. How Team pay will be different from an individual rewards system ? 07

Q.5 Case Study

Schneider Electric SE - Help Them Come, Go—and Stay

Schneider Electric SE is a French multinational company that specialises in digital automation and energy management. It addresses homes, buildings, data centers, infrastructure and industries, by combining energy technologies, real-time automation, software, and services

AAMIR PAUL, COUNTRY PRESIDENT - U.S., SCHNEIDER ELECTRIC, A MAKER OF ELECTRICAL DISTRIBUTION AND CONTROL PRODUCTS IN ANDOVER, MASS, announces that,

“With our knowledge workforce, it's been about intentional flexibility. So, for instance, we launched a "return ship" program for women who'd left the workforce but might want to come back even at reduced hours. That means 20, 30, up to 40 hours a week, and we're finding some incredibly talented people who haven't been in the workforce.

This program is available to men as well. If there's a field engineer who's been in the electrical industry for 35 years and he's now retiring, but he's five years from getting his medical benefits, we say: Don't retire. Go on the program. Work 20 hours a week. Work from home. We'll reduce your pay proportionally, but we will couple you with three university hires, and they will call you on Microsoft Teams and show you what's happening on the job site, and you're going to walk them through it. Work just three days a week. We'll cover your benefits.

We've also expanded the parental leave policy, which already was one of the best in the industrial sector. And we created a way for people to buy more time off without having to leave their positions. They apply for more unpaid time off and we allow them to retain their position and seniority and allow them to work through whatever life event it is.

We landed on six weeks for the maximum. In the most intense industries—such as a fighter pilot or a surgeon—they've found that six weeks of being out of the rotation allows them to re-set. So that's what we did. Before, the limit was two weeks.”

(a) : Mr. Aamir Paul mentioned about “Knowledge Workforce” what does it mean? Why they need to be compensated differently ? **07**

(b) : What different compensation strategies have thought and discussed in the present case which have been proposed by M/s Schneider Electric ? **07**

OR

(a) : List down the special rewards mentioned in the above case and plot them in to the Towers and Perrin model matrix. Under Which category and quadrant they will fall? **07**

(b) : Write the merits and demerits of the above compensation strategies mentioned in the case, with justification. **07**