Enrollment No:									
			C.U.SHAH	UNIVERSITY					
	Summer Examination-2017								
	Subject Name: Compensation Management								
	Subject Code: 5MS03CMT1			Branch: MBA					
	Semesto	er: 3	Date: 29/03/2017	Time: 10:30 To 13:30	Marks: 70				
	Instruc	tions:							
	(1) (2) (3)	Use of Progra Instructions v Draw neat di		any other electronic instrument is ook are strictly to be obeyed. ecessary) at right places.	prohibited.				
Q-1		SECTION – I Attempt the Following questions							
	a. b.		national reward strategy. ry management?			01 01			
	с.	What is pay	•			01			
	d.		npensation management?			01			
	e.	What is emp	oloyee engagement?			01			
	f.	Define pay	spin.			01			
	g.	Define grad	e structure.			01			
Q-2		Attempt all	questions			(14)			
Q-2	a.	Whenever a aspects mus	ny organization defines i	ts compensation policy which varion for an objective design of the		07			
	b.	What do yo		Explain various techniques used b	y	07			
				OR					
Q-2		Attempt all	questions			(14)			
	a.			y scheme. Explain any one.	_	07			
	b.			y is it important & also discuss the	factors	07			
Q-3		Attempt all	ce engagement.			(14)			
Ų- 3	a.	"Reward str context" – H	ategies and practices mu Explain	st take into account the internal ar		07			
	b.		yee effectiveness model uence performance throu	. And explain the concept how reveals engagement.	ward	07			



OR

Q-3	a. Why have the executive pays grown so much in the organization? Explain.b. Suppose you are a HR manager in an organization, which methods will you use for rewarding your administration staff?						
		SECTION – II					
Q-4		Attempt the Following questions					
	a.	What is formula to calculate attrition?	01				
	b.	Define Partial disablement.					
	c.	What do you mean by attitude survey?	01				
	d.	Define wages as defined under the Payment of Wages Act 1936.	01				
	e.	Define unorganized worker.	01				
	f.	What is the object of the Employees State Insurance Act 1948?	01				
	g.	State the benefits included under personal security.					
Q-5		Attempt all questions					
	a.	Employee benefits are measures to increase employee commitment in	(14) 07				
		organization. Validate the statement in context of rationale and various types of					
	_	benefits provided by organization.					
	b.	Compare the two main types of occupational pension schemes.	07				
0.5	0	OR Briefly list the meaning and benefits of Maternity Act 1961.	07				
Q-5	a. b.	Discuss various steps of involved in the process of development of reward	07				
	υ.	system.	07				
Q-6		Attempt all questions	(14				
•	a.	Differentiate living wages, minimum wages & fair wages with reference to	07				
		Minimum Wages Act 1948.State the provision related to punishments, offences					
		and penalties under this Act.					
	b.	Discuss salient features of Medi claim Policy.	07				
		OR					
Q-6		Attempt all Questions					
	a.	Which are the various objectives of formal business performance schemes and	07				
	b.	also detail the various types of schemes provided by organization What do you understand by expression "salary" under the income tax act	07				
	D.	provision with respect to salaried persons?	U/				

