

Enrollment No: \_\_\_\_\_ Exam Seat No: \_\_\_\_\_

# C.U.SHAH UNIVERSITY

## Summer Examination-2018

**Subject Name:** Compensation Management

**Subject Code:** 5MS03CMT1

**Branch:** MBA

**Semester:** 3

**Date:** 28/03/2018

**Time:** 02:30 To 05:30

**Marks:** 70

### **Instructions:**

- (1) Use of Programmable calculator and any other electronic instrument is prohibited.
  - (2) Instructions written on main answer book are strictly to be obeyed.
  - (3) Draw neat diagrams and figures (if necessary) at right places.
  - (4) Assume suitable data if needed.
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### **SECTION – I**

<b>Q-1</b>	<b>Attempt the Following questions</b>	<b>(07)</b>
	<b>a. Explain total reward.</b>	<b>1</b>
	<b>b. Name any three non financial reward</b>	<b>1</b>
	<b>c. Define contingent pay.</b>	<b>1</b>
	<b>d. Explain team pay</b>	<b>1</b>
	<b>e. What is salary management?</b>	<b>1</b>
	<b>f. Define job matching.</b>	<b>1</b>
	<b>g. Define bonus scheme.</b>	<b>1</b>
<b>Q-2</b>	<b>Attempt all questions</b>	<b>(14)</b>
<b>a</b>	What are the criteria for effectiveness of financial reward? List the does & don'ts of using financial incentives.	<b>7</b>
<b>b</b>	Explain various types of bonus schemes in detail.	<b>7</b>
	<b>OR</b>	
<b>Q-2</b>	<b>Attempt all questions</b>	<b>(14)</b>
<b>a</b>	Draw and explain employee effectiveness model.	<b>7</b>
<b>b</b>	What are the methods of evaluating and monitoring reward policies and practices?	<b>7</b>
<b>Q-3</b>	<b>Attempt all questions</b>	<b>(14)</b>
<b>a</b>	Explain the approaches of rewarding knowledge worker.	<b>7</b>
<b>b</b>	Explain narrow graded structure, broad graded structure and spot rate.	<b>7</b>
	<b>OR</b>	
<b>Q-3</b>	<b>a Describe various types of analytical and non-analytical job evaluation scheme.</b>	<b>7</b>
<b>b</b>	<b>Explain different approaches of rewarding manual workers</b>	<b>7</b>



## SECTION – II

- Q-4**      **Attempt the Following questions**      **(07)**
- a. What are two types of occupational schemes?      **1**
  - b. What do you mean by attitude survey?      **1**
  - c. Define self employed worker.      **1**
  - d. Name any three perquisite for salaried person      **1**
  - e. Define dependant.      **1**
  - f. Define the term “flexible benefits”.      **1**
  - g. What do you mean by hybrid pension scheme?      **1**
- Q-5**      **Attempt all questions**      **(14)**
- a      What are the various types of employee benefits? Discuss the reason for introducing flexible benefits in an organization?      **7**
  - b      Compare the two main types of occupational pension schemes. Defined benefit and defined contribution.      **7**
- OR**
- Q-5**      a      State various objectives of formal business performance schemes and also discuss the various types of schemes provided by organization?      **7**
- b      Explain the process of development of reward system.      **7**
- Q-6**      **Attempt all questions**      **(14)**
- a      Explain the rules of fixation and revision of minimum wages.      **7**
  - b      Explain the Employee’s Provident Fund and miscellaneous provision Act 1952.      **7**
- OR**
- Q-6**      **Attempt all Questions**
- a      Explain the Payment of Wages Act 1948.      **7**
  - b      Discuss salient features of Mediclaim Policy.      **7**

