



K. K. Wagh Institute of Engineering Education & Research, Nashik
(An Autonomous Institute From A.Y. 2022-23)

WINTER-2025	
Exam Seat No.:	
Academic Year: 2025-2026	Semester: III
Class: PG-II	Program: MBA
Branch Code: 10	Pattern: 2024
Name of Course: Performance and Reward Management	Course Code: 2410613C
Max. Marks: 60	Duration:2.30 Hrs.

Instructions: Candidates should read carefully the instructions printed on the Question Paper and on the cover page of the Answer Book, which is provided for their use.

1. This question paper contains 2 pages.
2. Answer to each new question is to be started on a new page.
3. Assume suitable data wherever required, but justify it.
4. Draw the neat labelled diagrams, wherever necessary.
5. The last columns indicates the Course Outcome and level of Blooms Taxonomy of the Question/sub-question.
6. Q.1 & Q.2 are compulsory. Attempt a or b and c or d from Q.3.Q.4 & Q.5 respectively.

Marks CO

Question No. 1

- 1a) Explain the performance management process and apply it to align individual and organizational goals in a manufacturing organization. (6) CO2, CO3

Question No. 2

- 2a) Create a performance management framework incorporating 360-degree feedback and MBO for a service organization. (6) CO2, CO3

Question No. 3

- 3a) Apply appropriate performance measurement tools to evaluate individual and team performance in an IT organization (8) CO3, CO4

OR

- 3b) Evaluate the effectiveness of integrating individual, team, and organizational performance measurement systems. (8) CO3, CO4

- 3c) Design an individual performance scorecard for a sales executive including KPIs, targets, and measurement criteria. (8) CO3, CO4

OR

- 3d) Analyze the differences between behavioral-based and results-based performance measurement systems with suitable examples. (8) CO3, CO4

Question No. 4

- 4a) Design a comprehensive reward and recognition program for a knowledge-based organization (8) CO4, CO5

OR

- 4b) Analyse different job evaluation methods and their role in designing equitable pay structures . (8) CO4, CO5

4c) Design a performance-based reward system linking incentives with organizational goals. (8) CO4, CO5

OR

4d) Analyse the role of intrinsic and extrinsic rewards in motivating employees. (8) CO4, CO5

Question No. 5

5a) Evaluate the role of coaching and mentoring in improving employee performance. (8) CO5

OR

5b) Critically evaluate the impact of remote work on performance management systems. (8) CO5

5c) Create a comprehensive performance development plan integrating coaching, motivation, and continuous feedback. (8) CO5

OR

5d) Evaluate emerging trends in performance management and their impact on employee development. (8) CO5

..... End of question paper.....