



**K. K. Wagh Institute of Engineering Education and Research,
Nashik**

(An Autonomous Institute from A. Y. 2022-23)

**Marking Scheme
End-Sem Examination-I, Winter 2025**

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

Q. No.	Details	Max. Marks
Q.1	Explain the performance management process and apply it to align individual and organizational goals in a manufacturing organization. (6 marks)	[6]
Q.2	Create a performance management framework incorporating 360-degree feedback and MBO for a service organization. (6 marks)	[6]
Q.3	a) Apply appropriate performance measurement tools to evaluate individual and team performance in an IT organization. (8 marks) OR b) Evaluate the effectiveness of integrating individual, team, and organizational performance measurement systems. (8marks)	[16]
	c) Design an individual performance scorecard for a sales executive including KPIs, targets, and measurement criteria (8 marks) OR d) Analyze the differences between behavioral-based and results-based performance measurement systems with suitable examples.(8 marks)	8+8
Q.4	a) Design a comprehensive reward and recognition program for a knowledge-based organization. (8 marks) OR b) Analyse different job evaluation methods and their role in designing equitable pay structures (8 marks)	[16]
	c) Design a performance-based reward system linking incentives with organizational goals. (8 marks) OR d) Analyse the role of intrinsic and extrinsic rewards in motivating employees. (8 marks)	8+8
Q.5	a) Evaluate the role of coaching and mentoring in improving employee performance. (8 marks) OR	[16]
		8+8



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	b) Critically evaluate the impact of remote work on performance management systems. (8 marks)	
	c) Create a comprehensive performance development plan integrating coaching, motivation, and continuous feedback. (8 marks) OR d) Evaluate emerging trends in performance management and their impact on employee development. (8 marks)	