

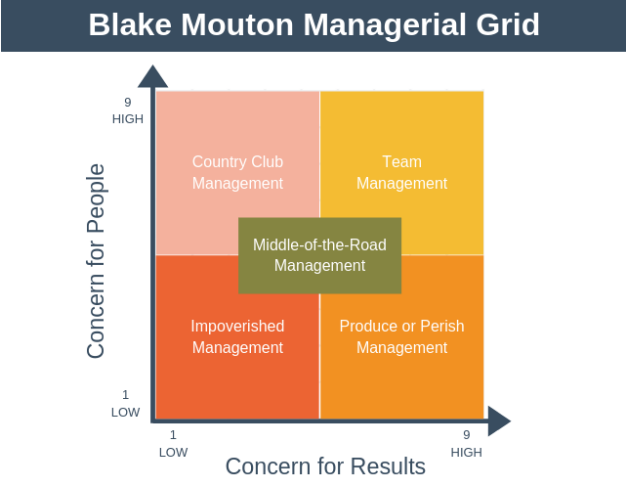
Sub: **Organizational Leadership**

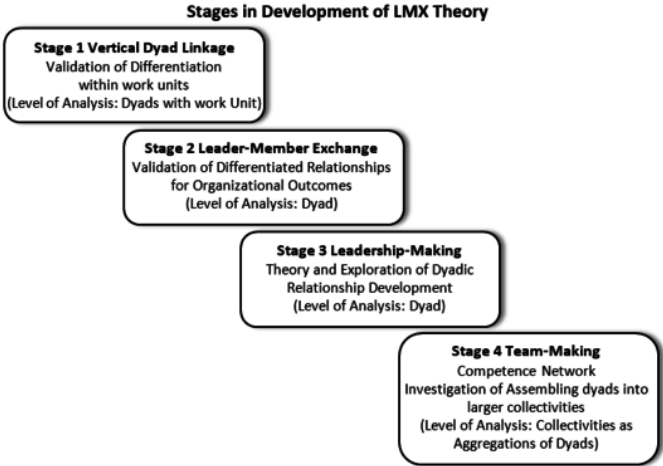
Date: _____ Max _____ Duration: 180mins Marks: 100 **Sem:** I

Code: 20MBAHR401

Branch: MBA

Part	Question #	Description	Marks Distribution	Max Marks
A	1	a) What is leadership	“ The action of leading a group of people or an organisation. ” That’s how the Oxford Dictionary defines leadership. In simple words, leadership is about taking risks and challenging the status quo. Leaders motivate others to achieve something new and better.	3
		b) What is the difference between trait and process leadership?	While the trait theory focuses on the leader’s inborn qualities, the process theory of leadership conveys the idea that leadership is a process that has to do with the relationship between the leader and their followers.	7
		c) Explain Five Factor Model of personality theory?	The five-factor model of personality is a hierarchical organization of personality traits in terms of five basic dimensions: Extraversion, Agreeableness, Conscientiousness, Neuroticism, and Openness to Experience.	10
	2	a) Define Emotional intelligence	Emotional intelligence (otherwise known as emotional quotient or EQ) is the ability to understand, use, and manage your own emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges and defuse conflict.	3
		b) Discuss three skill level Approach	Types of managerial skills Technical skills. Conceptual skills. Human or interpersonal management skills.	7

		c)	Explain blacks mountains theory	<p>The Blake Mouton Grid plots a manager's or leader's degree of task-centeredness versus their person-centeredness, and identifies five different combinations of the two and the leadership styles they produce.</p>  <p style="text-align: center;">Blake Mouton Managerial Grid</p> <p style="text-align: center;">9 HIGH Concern for People 1 LOW 1 LOW Concern for Results 9 HIGH</p>	10
3	a)	Define directive leadership	Directive leaders take responsibility for decision-making rather than collaborating with their team or incorporating employee feedback. They tell their followers what needs to be done and how it needs to be done, rather than letting them make their own decisions or choose their own path for accomplishing tasks.	3	20 M
	b)	Define situational level Leadership	Situational leadership means adapting your management style to each unique situation or task to meet the needs of the team or team members. Ken Blanchard and Paul Hersey developed the Situational Leadership Theory in 1969. They believe that there is no “one size fits all” leadership style.	7	
	c)	Explain Path goal Theory of leadership	Managerial Economics assists the managers of a firm in a rational solution of obstacles faced in the firm's activities. It makes use of economic	10	

B	4	a)	<p>What is transformational leadership</p>	<p>What is the meaning of transformational leadership? Transformational leadership. 1. Transformational leadership. Transformational leadership is defined as a leadership approach that causes change in individuals and social systems. In its ideal form, it creates valuable and positive change in the followers with the end goal of developing followers into leaders.</p>	10	10 M
	b		<p>What is LMX theory? Explain</p>	<p>Relationships between employees and leaders can often determine how productive an organization is. The leader-member theory seeks to analyze these interactions and provide solutions for optimizing them. Leveraging this theory in the workplace can boost morale and capitalize on everyone's unique skills.</p> <p style="text-align: center;">Stages in Development of LMX Theory</p> 		
	c		<p>Define Transformational Leadership</p>	<p>There are four factors to transformational leadership, (also known as the "four I's"): idealized influence, inspirational motivation, intellectual stimulation, and individual consideration.</p> <p>7 Characteristics of a Transformational Leader</p> <ul style="list-style-type: none"> Openness to New Thinking. ... Talent for Broadening Minds. ... Commitment to Active Listening. ... Tolerance for Intelligent Risks. ... 		

				Willingness to Accept Responsibility. ... Trust in Team Members. ... Ability to Inspire Participation.		
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