

# CBCS SCHEME

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20MBAHR401

## Fourth Semester MBA Degree Examination, Jan./Feb. 2023 Organizational Leadership

Time: 3 hrs.

Max. Marks:100

**Note: 1. Answer any FOUR full questions from Q.No.1 to Q.No.7.  
2. Question No. 8 is compulsory.**

- 1 a. What is Ethical Leadership? (03 Marks)  
b. Mention the good practices of Leadership. (07 Marks)  
c. Explain Leadership Instrument (10 Marks)
- 2 a. What is Situational approach? (03 Marks)  
b. Briefly explain LMX theory. (07 Marks)  
c. Discuss Transformational and Transactional Leadership style. (10 Marks)
- 3 a. List the traits of an effective Leader. (03 Marks)  
b. Explain the concept of Leadership Grid. (07 Marks)  
c. Write short notes on Assigned Vs Emergent Leadership. (10 Marks)
- 4 a. Distinguish between Management and Leadership. (03 Marks)  
b. What are the Skills of a successful Leadership? (07 Marks)  
c. Discuss Ethical issues of Leadership. (10 Marks)
- 5 a. List three characteristics of a follower. (03 Marks)  
b. What are the factors affecting ethical behavior? (07 Marks)  
c. Explain the Ohio State Leadership studies. (10 Marks)
- 6 a. Define Emotional Intelligence. (03 Marks)  
b. List the components of Leadership. (07 Marks)  
c. Behavioral approach of Leadership are static. Do you agree or disagree. (10 Marks)
- 7 a. What do you mean by Ethno Centrism? (03 Marks)  
b. Discuss Vertical Dynamic Linkage Model. (07 Marks)  
c. What propositions does Path goal theory make? (10 Marks)
- 8 **CASE STUDY**

### Developing Leaders

Mr. Ashwini Kumar was elected as the Chairman of a General Insurance Company, which was considered to be largest general Insurance Company in the Country. During the next few years, however, while its business increased, it did not grow as fast as its major competitors and the listing of the Company dropped from first to third. After discussions and deliberations, the Board of Directors concluded that the lack of leadership in the sales of both Fire and Marine policies was the major cause of Company's slow progress. It was also generally concluded that regional and distinct Managers working under the sales directors were not very competent.

Mr. Ashwini called the two directors responsible for Fire and Marine policies and asked them to ensure strong leadership at the regional or district levels. As the directors left the meeting with the Chairman they were very disturbed that how to make people leaders or how to be sure whether a person in or not a leader?

- a. If you were one of the Sales directors, what would you have done to answer there questions? (10 Marks)
- b. How can you develop Competent and Strong Leaders? (10 Marks)

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