|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Roll No. |  |  |  |  |  |  |  |  |  |  |  |  |



**PRESIDENCY UNIVERSITY**

**Bengaluru**

|  |
| --- |
| **Ph.D. Course Work End Term Examinations – JAN-FEB 2025** |
| **Date:** 31- 01- 2025 **Time:** 09:30 am – 12:30 pm |

|  |  |  |
| --- | --- | --- |
| **School:** SOM | **Program:** Ph.D. | |
| **Course Code :** MGT851 | **Course Name :** Organizational Leadership | |
| **Semester**: | **Max Marks**: 100 | **Weightage**: 50% |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **CO - Levels** | **CO1** | **CO2** | **CO3** | **CO4** | **CO5** |
| **Marks** | **20** | **20** | **10** | **30** | **20** |

**Instructions:**

1. *Read all questions carefully and answer accordingly.*
2. *Do not write anything on the question paper other than roll number.*

**Part A**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Answer ALL the Questions. Each question carries 10marks. 6Q x 10M=60Marks** | | | | | |
| **1** | Discuss the function of Transactional Leadership with suitable example. | **10 Marks** | **L1** | **CO1** |
| **2** | Enumerate the essential traits of effective leaders on an organization. | **10 Marks** | **L1** | **CO1** |
| **3** | What are virtual teams? Explain its types in detail with example. | **10 Marks** | **L2** | **CO2** |
| **4** | Discuss the various roles of a leader in an organization. | **10 Marks** | **L2** | **CO2** |
| **5** | Discuss how a leader can motivate his followers using reinforcement theory with suitable example. | **10 Marks** | **L3** | **CO3** |
| **6** | Discuss the model of delegating in leadership with suitable example | **10 Marks** | **L3** | **CO4** |

**Part B**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Answer the Questions. Each question carries 20 marks 2Q x 20 = 40 Marks** | | | | | |
| **7.** |  | Discuss the Big Five model of personality with suitable example. | **20 Marks** | **L5** | **CO4** |
|  | | | | | |
| **8.** |  | Mr.Swastik is the MD of a soap manufacturing company. To increase sales, the board of directors wanted to start a full-fledged marketing department. Mr. Kumar is entrusted with a task of finding suitable candidates to head the proposed marketing department. After considering a number of candidates, he named on two candidates – Viswanath Dutt and Rajnarain.  Mr. Viswanath Dutt has an excellent track record in the company. During his fruitful associations with the company, to be precise, ten years, he has shown a high degree of enthusiasm and initiative in this work. He is 35 years old, dynamic and open minded. He is result oriented and is more intended in ends rather that means.  One of the workers, testifying his leadership qualities remarked thus: “Though he is harsh at times, you will know where you stand when you will work with him. When you have done a good job, he tests, you know it.” Mr. Dutt is willing to shoulder additional responsibilities. He decides things quickly and when actions are required he is always on his toes.  During his 15 years in the company, Mr. Rajnarain has endeared himself to all the colleges by his superior workmanship and pleasing manners. Unlike Mr. Dutt, he encourages ideas his subordinates to come out with innovative idea and suggestions. Before arriving at a decision he always make a point to consult his subordinates. Not surprisingly, all his subordinates are very pleased to work under him and praise his leadership qualities. They readily admit that he participative climate has encouraged them to use their talent fully in the service of the organization. Company records also bear evidence for the increase in the production soon after Mr. Rajnarain becomes the head of department.  **Questions:**   1. Analyse the leadership qualities and style of Mr. Dutt and Mr. Rajnarain. 2. Access each of the leaders using the Big five model of personality. 3. Between the two people, whom would you recommend for the position of marketing manager? Why? | **20 Marks** | **L5** | **CO5** |

**\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\***