

**Program:** M.COM PART - II                      **Semester:** IV                      **Program Code:** 2120361  
**Course:** Women Leadership                      **Course Code:** 59183  
**Duration:** 2 Hours                      **Examination Pattern:** NEP-Autonomous - External                      **Max. Marks:** 50

**Instructions:**

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Draw neat diagrams wherever necessary.

**Examination:**  
**REGULAR**

**Q. 1                      Analyse the case and answer the questions that follow:                      [10]**

Meera, a senior manager in a manufacturing company, was highly qualified and had consistently delivered excellent results. However, when the position of Operations Head became vacant, the board hesitated to promote her. Some members believed she might not handle crisis situations effectively and felt that the industry required "strong male leadership." Meera was also questioned about her ability to balance work and family responsibilities. Despite her experience, a less-qualified male colleague was promoted. This decision affected her motivation and confidence. The company later noticed a decline in team morale and innovation due to lack of diverse perspectives in leadership.

- (a) Identify the barriers to women in leadership highlighted in the case.                      [03]
- (b) Analyze the impact of gender stereotypes on organizational performance.                      [03]
- (c) Suggest strategies that the company can implement to increase women's representation in leadership roles.                      [04]

**Q. 2                      Attempt any ONE of the following:                      [10]**

- (a) Explain the meaning and scope of Leadership in detail.

**OR**

- (b) Critically assess the effectiveness of strategies to increase women's representation in leadership roles.

**Q. 3                      Attempt any ONE of the following:                      [10]**

- (a) Analyse the Glass Cliff Phenomena and explain its features.

**OR**

- (b) Differentiate between various Leadership Styles with suitable examples.

**Q. 4                      Attempt any ONE of the following:                      [10]**

- (a) Explain the concept of Work-Life Balance in the context of Gendered Expectations.

**OR**

- (b) Justify the importance of Women in Entrepreneurship.

**Q. 5                      Attempt any ONE of the following:                      [10]**

- (a) Examine the representation of women in different sectors with suitable examples.

**OR**

- (b) Categorise the different roles played by a Leader.