



SYBMS/SEM III/M&L/09.10.2019

Time: 2.5 hrs.

Marks:75.

- Note:**
1. All questions are compulsory with internal options.
 2. Figures to the right indicate full marks.

- Q.1 (A) Fill in the blanks with the appropriate option given in the bracket (Any 8) (08)
- (i) A _____ can be defined as determined urge to attain a goal or satisfy a need.
(a. motive b. drive, c. desire)
 - (ii) The lack of proper _____ for an individual leads to stress which result in poor mental and physical health.
(a. compensation, b. work life balance c. motivation)
 - (iii) Extrinsic motivation deals with _____ of employees.
(a. pride in job , b. personalized need of employee, c. monetary rewards)
 - (iv) According to Ouchi _____ is one of the important ingredients of an effective organization
(a. trust, b. bond, c. commitment)
 - (v) Four drive model of employee motivation was presented by _____.
(a. Peter Drucker, b. William Ouchi, c. Lawrence Nohria)
 - (vi) The capacity to influence people and accomplish desired objectives is called _____
(a. power, b. authority, c. leadership)
 - (vii) _____ leader attracts followers with his personality.
(a. Online, b. Charismatic, c. Transactional)
 - (viii) A leader who is honest in speech and upright in character exhibits _____.
(a. patience, b. servanthood, c. integrity)
 - (ix) A leadership theory that focuses on the traits of those who have assumed powers and who are considered to be effective is called as _____.
(a. trait theories, b. behavioral theories, c. contingency theories)
 - (x) Trump was elected the _____ president of the United States after defeating democratic candidate Hillary Clinton.
(a. 44th ,b. 46th ,c. 45th)
- (B) State whether the following statements are true or false (Any 7) (07)
- (i) Theory X is an integrated model of motivation.
 - (ii) Job enrichment is the process of producing task efficiency by breaking the job into simple steps.
 - (iii) Peter Drucker developed expectancy theory.
 - (iv) Open communication systems and self managed teams are essential to developing highly motivated work forces.
 - (v) Unhappy family life also serves as a major motivation at work place.
 - (vi) Strategic leaders use impression management to cultivate their relationships with group members.
 - (vii) Leadership is both an individual characteristic and a process.
 - (viii) The researchers found that only recently the concept of leadership has been identified.
 - (ix) The behavioral model defines leaders as , what they are or seem to be rather what they do.
 - (x) Vroom's model is based on the assumption that both the existing situation and manager's leadership style are fixed and neither will change.
- Q. 2 (A) Explain the four drive model of motivation. (15)
- OR**
- (A) Define motivation. Suggest its advantages. (08)
- (B) Elucidate equity theory of motivation. (07)

Q.3 (A) Suggest the measures to achieve work life balance by employees. (15)

OR

(A) What are the generational differences in work life balance? (08)

(B) Suggest the differences in the working environment between India and West. (07)

Q.4 (A) Explain the path goal theory of leadership. (15)

OR

(A) Elucidate different styles of leadership. (08)

(B) Define charismatic leader. Bring out his qualities. (07)

Q.5 (A) What are the characteristics of creative leaders? (08)

(B) Explain self-leadership. (07)

OR

Q5. (C) Write short notes on any three (15)

(i) Styles and skills of Bill gates

(ii) Steps in creative process

(iii) Characteristics of transformational leadership

(iv) Strategic leader

(v) Trait theory of motivation

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