

Time: 2½ hrs.

Marks: 75

Note:

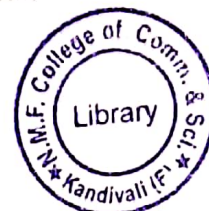
1. All questions are compulsory with internal options.
2. Figures to the right indicate full marks.
3. Draw neat diagram wherever necessary.

**Q. 1 (A) Fill in the blanks with the correct answer from the alternatives given below. ( 08)**  
**Attempt any 8)**

- (1) \_\_\_\_ asserts that individuals are likely to compare the ratios of inputs to outcomes they receive against the ratios of other people, such as colleagues or acquaintances.  
a) Acquired needs theory      b) Equity theory  
c) Expectancy theory      d) Two-factor theory
- (2) Adolf Hitler is a \_\_\_\_ leader.  
a) Spiritual    b) Charismatic    c) Strategic    d) Creative
- (3) \_\_\_\_ are the approaches to the study of leadership which emphasize the personality of the leader.  
a) Contingency theories    b) Group theories  
c) Trait theories      d) Inspirational theories
- (4) \_\_\_\_ = Valence X Expectancy.  
a) Equity    b) Work life balance    c) Motivation    d) Instrumentality
- (5) \_\_\_\_ originally developed Path-Goal theory in 1971.  
a) Ralph M Stogdill      b) Robert House  
c) Mintzberg      d) Robert Churchill
- (6) The basic components of \_\_\_\_ are effort, performance, and outcomes.  
a) Equity theory      b) Z theory  
c) Expectancy theory    d) Four Drive Model
- (7) \_\_\_\_ leadership puts greater weight on the leaders ability to think and function strategically.  
a) Creative    b) Strategic    c) Team    d) Pacesetter
- (8) \_\_\_\_ is a Greek word meaning "divinely inspired gift".  
a) Motive    b) lead    c) Charisma    d) Motto
- (9) \_\_\_\_ is related to the performance of an employee.  
a) Retirement benefits    b) Bonus    c) Commission    d) Wages
- (10) Bill Gates is a \_\_\_\_ leader.  
a) Transformational    b) Transactional    c) Servant    d) Autocratic

**(B) State whether the following statements are true or false. ( Attempt any 7) (07)**

- (1) Leadership is a personal quality.
- (2) Motivation increases employee turnover and absenteeism.
- (3) Charismatic leaders are dynamic risk-takers.
- (4) Theory Z represents the adoption of Japanese management practices by American Companies.
- (5) A mentor is a junior employee.
- (6) Motivation is different from satisfaction.
- (7) Democratic leadership style is also called participative leadership style.



- (8) Laissez faire is a leadership style where there is more intervention by the leader.  
 (9) Cognitive abilities are not a characteristic of creative leaders.  
 (10) Work life balance means people spending sufficient time at their jobs and on other pursuits like family, hobbies and community involvement.

Q.2 a) Elucidate the Z Theory in Detail. (15)

OR

Q.2 a) Explain the various tools and techniques of motivation with suitable examples. (08)

b) What is motivation? Explain its Importance. (07)

Q.3 a) Discuss the various tips for better work life balance. (15)

OR

Q.3 a) What are the measures for work life balance adopted by employers and employees? (10)

b) Write a note on Generation differences in work life balance. (05)

Q.4 a) Explain various leadership styles in detail. (15)

OR

Q.4 a) What is leadership? Explain the trait theory of leadership. (08)

b) Distinguish between transformational leader and transactional leader. (07)

Q.5 a) Elaborate the leadership styles, skills and activities of Ratan Tata. (15)

OR

Q.5 Write short notes on ( Attempt any 3) (15)

- (1) Steps in the Creative Process.
- (2) Servant leadership
- (3) Qualities of a charismatic leader.
- (4) Five ways of Motivating Indian Workers.
- (5) Benefits of Mentoring

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