

Note:

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

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

- (1) _____ is a Greek word meaning "divinely inspired gift".
 (a) Motive (b) Lead
 (c) Charisma (d) Motto
- (2) _____ = Valence X Expectancy.
 (a) Equity (b) Motivation
 (c) Work-life balance (d) Instrumentality
- (3) _____ grew up during lean times, including the great depression and World War II.
 (a) Traditionalist (b) Generation X
 (c) Baby Boomers (d) Generation Z
- (4) _____ originally developed the Path-Goal theory in 1971.
 (a) Ralph M Stogdill (b) Robert Churchill
 (c) Victor Vroom (d) Robert House
- (5) _____ is a satisfactory level of involvement or a 'fit' among multiple roles in a person's life.
 (a) Leadership (b) Work-life balance
 (c) Bonus (d) Commission
- (6) The essential components of _____ are effort, performance, and outcomes.
 (a) Expectancy theory (b) Theory Z
 (c) Equity theory (d) Trait theory
- (7) Baby Boomers are born between _____.
 (a) 1946-1960 (b) 1922-1945
 (c) 1961-1980 (d) 1981-2000
- (8) _____ theory is called a process theory.
 (a) Z (b) Path-Goal
 (c) Equity (d) Y
- (9) _____ leadership style is also called participative leadership style.
 (a) Autocratic (b) Democratic
 (c) Pacesetter (d) Coaching
- (10) Mahatma Gandhi is a _____ leader.
 (a) Spiritual (b) Charismatic
 (c) Strategic (d) Creative

(B) State whether the following statements are True or False. (Attempt any 7) (07)

- (1) Charismatic leaders are dynamic risk-takers.
- (2) Transactional and transformational leaders are the same.
- (3) Motivation is different from satisfaction.
- (4) Financial incentives are non-monetary in nature.
- (5) Leadership is a personal quality.
- (6) Motivation increases employee turnover and absenteeism.

- (7) Work-life balance means spending sufficient time at their jobs and on other pursuits like family, hobbies, and community involvement.
- (8) A mentor is a junior employee.
- (9) Process theories focus on "How" motivation.
- (10) Leaders are not coaches.

Q.2 (a) Explain the Z theory of Motivation in detail. (15)

OR

Q.2 (p) What is Motivation? Explain its features. (08)

(q) Explain the Four-drive model of motivation. (07)

Q.3 (a) What are the measures for work-life balance adopted by employers and employees? (15)

OR

Q.3 (p) Discuss the tips for better work-life balance. (08)

(q) Explain various Generational Differences in detail. (07)

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

OR

Q.4 (p) What are the qualities of a charismatic leader? (08)

(q) Explain the Trait Theory of leadership in detail. (07)

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

OR

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

(1) Equity Theory

(2) Strategic leaders

(3) Steps in the creative process

(4) Financial Incentives

(5) Mentoring

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