



QP CODE: 24802911



24802911

Reg No : .....

Name : .....

**MBA DEGREE EXAMINATION, MAY 2024**

**Fourth Semester**

Faculty of Management Science

Master of Business Administration

**Elective - MB820410 - LEADERSHIP FOR MANAGERIAL PERFORMANCE**

2019 Admission Onwards

0CADAAE3

Time: 3 Hours

Maximum Marks: 60

**Part A**

*Answer any **five** questions. Each question carries **2** marks.*

1. Define Leadership.
2. What do you mean by trait leadership?
3. Briefly explain the Country club style of leadership.
4. What do you mean by "Opportunism"?
5. Define Charismatic style of leadership.
6. Mention any two factors that helps in developing an effective leader.
7. How is moral development related to ethical leadership?

(5×2 = 10 Marks)

**Part B**

*Answer any **five** questions. Each question carries **6** marks.*

8. What are the negative consequences of positional power and its impact on an individual's leadership style?
9. How would you relate the Five Factor Personality Model to leadership?
10. Briefly discuss the salient features of The Ohio State leadership studies.
11. What are strengths of path-goal theory?
12. Transformational leadership and transactional leadership often occur in the same organization. How do they impact each other?





13. List three examples from daily life experiences indicating that gender differences still prevail.
14. Explain briefly the Hofstede's Cultural dimensions.

(5×6 = 30 Marks)

### Part C

Answer any **two** questions. Each question carries **10** marks.

Question number 17 is compulsory .

15. Explain in detail about the behavioural leadership theories.
16. Evaluate the Universally desirable and undesirable leadership attributes and discuss how they are important?

### Compulsory Question

#### 17. **Pregnancy as a Barrier to Job Status**

Marina Soslow is a senior managing director at a manufacturing company. She has worked at the company for 10 years, gradually working her way up to a responsible position. She would like to win promotion to a top executive position and has recently finished an MBA, which supplements her master's degree in chemical engineering. Several months ago, she found out she was pregnant. She is reluctant to tell her boss, Roy Bond, the division head, because she knows several other women who were eased out of their positions before they gave birth or shortly thereafter. After a meeting with Roy about a new product, Marina mentions her pregnancy and says that she plans to take a three-month leave of absence after her delivery. She begins describing the plans she has carefully worked out for distributing her work. Roy cuts her short and says, "I knew this was going to happen sooner or later; it always does." He says this as if a disaster is about to occur. "There's no point in talking about this now. We'll think about it later." Marina can tell that he's very annoyed about what he thinks is going to happen. She can see his wheels spinning and worries about the implications for her. She thinks, "Doesn't Roy know about the Family and Medical Leave Act of 1993? Legally, this company has to guarantee my job, but I know he can make it very rough for me."

Questions:

1. What advancement barriers is Marina encountering?
2. Do you see a gender difference affecting the career prospects of Marina?
3. What could Roy do to ensure that Marina's work will be covered during her absence and that taking this time off will not hurt her advancement?
4. What type of organizational changes can be made to benefit Marina and other pregnant women in this organization?

(2×10 = 20 Marks)

