

Time: 2 ½ Hours

Marks: 75

- Note**
- 1 All questions are compulsory
 - 2 Figures to the right indicate the marks
 - 3 Answers should be brief and to the point

Q 1 A Fill in the blanks: (any 8)

8

1. _____ Theory is also called as Process Theory.
(Equity, Vroom, Theory Z)
2. _____ is a personal developmental relationship in which a more experienced person guides a less knowledgeable person.
(motivation, self-leadership, mentorship_)
3. _____ leadership style is employee centric.
(Democratic, free rein, autocratic)
4. _____ is an integration of Japanese and American management practices.
(Theory X, Theory Z, Expectancy theory)
5. The _____ transmits information about the organization to outsiders.
(Disseminator, spokesperson, leader)
6. _____ leadership style is also called participative style.
(Democratic, laissez faire , free rein)
7. _____ motivation is also referred to as drive for competency.
(Achievement, power, growth)
8. _____ is related to performance of employee.
(Retirement benefits, bonus, commission)
9. _____ leader attract followers with their personality.
(transactional, charismatic, online)
10. _____ is referred to as sandwich generations because they have to take care of their parents and their own children.
(Generation Y , veterans, Baby boomers)

Q 1 b Say true or False (any 7)

7

1. Theory X is an integrated model of motivation.
2. Intrinsic motivation deals with monetary rewards
3. Halo effect is one of the qualities of a charismatic leader
4. People look up to a leader as a person with authority and as a figure head.
5. Transformational leaders are bureaucratic in nature and follow laid down rules meticulously.

6. Flexi working arrangements like job sharing, flexi hours, shift help to maintain work life balance.
7. According to Vroom the strength of an individual's preference for a particular outcome is called valence.
8. Stock options are an example of performance based rewards.
9. According to the Behavioral theory of leadership, leadership qualities are in born.
10. The strength of American management system is social cohesion and group decision making.

Q 2 A explain the Equity theory explained by J Stacy Adam. **15**

OR

Q 2 B What are the financial and non-financial incentives of motivation.

Q 3 A Differentiate between East and West approach of motivation. **15**

OR

Q 3 B Explain the components of work life balance.

Q 4 A Who is charismatic leader? Explain the types of charismatic leader. **15**

OR

Q 4 B Explain transactional leadership and transformational leadership.

Q 5 Write short note on (any 3) **15**

1. Self-leadership
2. Style and leadership skills of Dhirubhai Ambani
3. Mentoring
4. Leadership Roles according to Henry Mintzberg
5. Features of Motivation
