

Time: 2½ hrs.

- 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) \_\_\_\_\_ generation is known for valuing work-life balance, flexibility, and meaningful work.
  - a) Baby Boomers
  - b) Generation X
  - c) Millennials
  - d) Generation Z
- (2) A \_\_\_\_\_ leader is obsessed with getting things done better and faster.
  - a) autocratic
  - b) servant
  - c) creative
  - d) pacesetter
- (3) \_\_\_\_\_ suggests that individuals are motivated by the belief that effort will lead to performance and performance will lead to rewards.
  - a) Maslow's Hierarchy of Needs
  - b) Herzberg's Two-Factor Theory
  - c) Vroom's Expectancy Theory
  - d) Z Theory
- (4) \_\_\_\_\_ originally developed Path-Goal theory in 1971.
  - a) Robert House
  - b) Ralph Stogdill
  - c) Victor vroom
  - d) William Ouchi
- (5) Mahatma Gandhi is a \_\_\_\_\_ leader.
  - a) Strategic
  - b) Charismatic
  - c) Creative
  - d) Democratic
- (6) \_\_\_\_\_ leadership puts greater weight on the leader's ability to think and function strategically.
  - a) Creative
  - b) Team
  - c) Strategic
  - d) Pacesetter
- (7) \_\_\_\_\_ grew up during lean times, including the great depression and World War II.
  - a) Generation X
  - b) Generation Alpha
  - c) Traditionalist
  - d) Baby Boomers
- (8) \_\_\_\_\_ of the following strategies help employees achieve a better work-life balance.
  - a) Encouraging long hours at the office
  - b) Implementing flexible work hours
  - c) Limiting vacation days
  - d) Reducing remote work options

- (9) \_\_\_\_\_ of the following is NOT a characteristic of intrinsic motivation.
- External rewards
  - Enjoyment of the task
  - Personal satisfaction
  - Sense of achievement
- (10) The \_\_\_\_\_ style is similar to the coaching style, focusing on clear communication, goal-setting, and employee motivation.
- transactional
  - transformational
  - servant
  - Coaching

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

- Transactional and transformational leaders are the same.
- Process theories focus on "How" motivation.
- Non-financial incentives are monetary in nature.
- laissez-faire is a leadership style with the least intervention by our leader.
- Cognitive abilities are not a characteristic of creative leaders.
- Leadership is a personal quality.
- Motivation deals with monetary rewards.
- Motivation is different from satisfaction.
- Leaders are not coaches.
- The Four-drive model of employee motivation was presented by Lawrence and Nohria in 2002.

**Q.2 a) What is Motivation? Explain its features. (07)**

**b) Explain the Four-drive model of motivation. (08)**

**OR**

**Q.2 c) What are the advantages of motivation to the organization? (07)**

**d) Explain the Z theory in detail. (08)**

**Q.3 a) Explain various Generational Differences in detail. (15)**

**OR**

**Q.3 b) What are the techniques for motivating Indian workers? (15)**

**Q.4 a) Explain the Trait Theory of leadership in detail. (07)**

**b) Discuss the path-goal theory of leadership. (08)**

**OR**

**Q.4 c) What are the qualities of a charismatic leader? (07)**

**d) Explain the different leadership styles in detail. (08)**

**Q.5 a) Explain Dhirubhai Ambani as an effective leader. (15)**

**OR**

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

- Non-Financial Incentives
- Equity Theory
- Mentoring
- Creative Leaders
- Strategic leaders