

Q.P. Code :20885

[Time: Three Hours]

[Marks:80]

Please check whether you have got the right question paper.

- N.B:
1. All questions are compulsory subject to the internal choice.
 2. Figures to the right indicate marks.

- 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 development 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, Automatic)
 - 4) _____ is an integration of Japanese and American Management practices.
(Theory X, Theory Z Theory Y)
 - 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 benefit, bonus, commission)
 - 9) _____ leaders attract followers with their personality.
(transactional, charismatic, online)
 - 10) _____ are referred to as sandwich generation because they have to take care of their parents and their own children.
(Generation Y veterans, baby boomers)

- Q.2 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 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 arrangement like job sharing, flexi houses, shift work 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 Behavioural theory of leadership, leadership qualities are inborn.
 - 10) The strength of American management system is group decision making.

- Q.2. Explain the Equity Theory given by J Stacy Adam. 15

OR

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- What are the financial and non-financial incentives of motivations? 15
- Q.3. Explain the components of work life balance. 15
OR
 Differentiate between East and west approach to motivation. 15
- Q.4. Who is a charismatic leader? Explain the types of charismatic leaders. 15
OR
 Explain transactional leadership and transformational leadership. Point out the differences between both. 15
- Q.5. Write short notes on any 3 15
1. Self leadership
 2. Style and skills of Narayan Murthy
 3. Mentoring
 4. Leadership roles according to theory Henry Mintzberg
 5. Features of motivation.
