

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER –IV-EXAMINATION – WINTER-2022

Subject Code: 4549298
Subject Name: Leadership
Time:10:30 AM to 01:30 PM

Date: 17/12/2022

Total Marks: 70

Instructions:

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

- Q.1** Define following terms briefly: **14**
- (a) Path Goal theory
 - (b) Social Loafing
 - (c) Self-Managed Team
 - (d) Traits
 - (e) Negotiation
 - (f) Situational leadership
 - (g) BATNA
- Q.2** (a) According to you who is leader? Explain leadership ethics and traits in detail. **07**
(b) “Participation is an excellent method for identifying differences and resolving conflicts”. Do you agree or disagree? Discuss. **07**
- OR**
- (b) Define Conflict. What are the different conflict resolution techniques? Explain. **07**
- Q.3** (a) What do you mean by “Culture”? Explain what are the core values of Indian culture? **07**
(b) What is transformational leadership? How is it different from transactional and charismatic leadership? **07**
- OR**
- Q.3** (a) What is Multicultural Leadership and why knowledge of it is important for managers? Justify with suitable examples. **07**
(b) What is Power? Describe the five bases of power in detail with example of each one. **07**
- Q.4** (a) According to you how ethics makes an impact on leadership? Discuss. **07**
(b) Write down short note on: **07**
1. Managerial Grid Theory
 2. LMX Theory
- OR**
- Q.4** (a) Write a note on leadership characteristics in women. **07**
(b) Write down differences among followings: **07**
1. Power vs. Authority
 2. Group vs. Team

Q.5

Discuss the given case study with answers of following questions.

Surviving Plant World's in Hard Times

In ten years, "Plant World" had grown from a one-person venture into the largest nursery and landscaping business in its area. Its lady founder, Myta Ong, combined a lifelong interest in plants with a botany degree to provide a unique customer service. Ong had managed the company's growth so that even with twenty full-time employees working in six to eight crews, the organization culture was still as open, friendly, and personal as it had been when her only "employees" were friends who would volunteer to help her move a heavy tree.

To maintain that atmosphere, Ong involved herself increasingly with people and less with plants as the company grew. She kept track of the birthdays of every employee and even those of their children. She was up every morning by five-thirty arranging schedules so that John could get his son out of daycare at four o'clock and Martina could be back in town for her afternoon high school equivalency classes.

Paying all this attention to employees may have led Ong to make a single bad business decision that almost destroyed the company. She provided extensive landscaping to a new mall on credit, and when the mall never opened and its owners went bankrupt, Plant World found itself in deep trouble. The company had virtually no cash and had to pay off the bills for the mall plants, most of which were not even salvageable.

One Friday, Ong called a meeting with her employees and leveled with them: either they would not get paid for a month or Plant World would fold. The news hit the employees hard. Many counted on the Friday paycheck to buy groceries for the week. The local unemployment rate was low, however, and they knew they could find other jobs.

But as they looked around, they wondered whether they could ever find this kind of job. Sure, the pay was not the greatest, but the tears in the eyes of some workers were not over pay or personal hardship; they were for Ong, her dream, and her difficulties. They never thought of her as the boss.

Ong gave her employees the weekend to think over their decision: whether to take their pay and look for another job or to dig into their savings and go on working. Knowing it would be hard for them to quit, she told them they did not have to face her on Monday; if they did not show up, she would send them their checks. But when she arrived at seven-forty Monday morning, she found the entire group already there; ready to work even harder to pull the company through.

Q.5

Questions:

14

- (a) How would you describe the organization culture at Plant World?
- (b) According to Managerial Grid theory, where you can put Myta Ong as a leader? Justify your stand.

OR

Q.5

Questions:

14

- (a) If you were an employee of this firm, what decision will you take in this situation? Justify.
- (b) According to you what leadership traits Myta Ong's is pursuing? Discuss.
