

**Subjt Code: R16MBA408H1****MBA - IV Semester Regular Examinations, April-2018.****LEADERSHIP MANAGEMENT (ELTIVE-I)****Time: 3 hours****Max Marks: 60**Question Paper Consists of **Part A** and **Part B**.Answering the question in **Part A** is Compulsory & Four Questions should be answered from Part-B

All questions carry equal marks of 12.

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**IL'ART-A (CASE STUDY)****1 X 12 = 12**

1. Prasad is an Employee of a Pharma company limited. He has been working in this organization for the last 20 years. For several years he has been a supervisor in the human resource management stion. He is Very loyal to the organisation and tries sincerely to follow the company's policies and the orders of the higher level management. Higher level Managers think/perceive highly of him and he is well liked by them.

On the other hand, his subordinates have the opposite opinion/perception of Prasad. They feel that he is excessively concerned with pleasing the higher-ups and not very much concerned about the needs and concerns of his subordinates. They perceive that they are underpaid and overworked relative to people in other departments. Whenever one of them goes with a new idea or suggestion to him, he always seems to have five reasons why it cannot be done. There is considerable dissatisfaction in the department. Performance of the department began to suffer. Higher-ups seem to be oblivious to the problem. Prasad viewed that he has been performing his duties in order to achieve the organisational goals. The same act of Prasad has been viewed in two totally opposite manners by the higher management and the subordinates. The higher-ups perceive that the hard work done by Prasad is due to his commitment to the organisation while his subordinates perceive that it is his way of pleasing the Higher Management.

1. Can you identify the factors responsible for different kinds of perceptions by the top management and employees?
2. What is the role played by Mr. Prasad for providing enabling factors for a diversified perception?

**PART B****4X 12 = 48**

2. Define Leadership and explain Blake mountain theory.
3. Define attitude and explain the sources of formation of attitudes?
4. (a) Define group cohesiveness  
(b) Explain types of conflicts?
5. (a) Explain organization culture.  
(b) Explain Managerial grid?
6. (a) Define power  
(b) Explain Factors affting Dision Making.
7. Explain the role and responsibilities of leader in team building give the example?