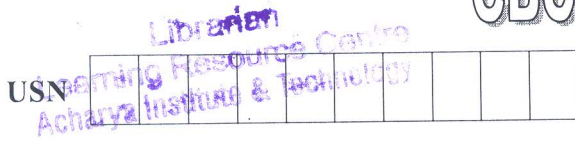


CBCS SCHEME



18MBAHR402

Fourth Semester MBA Degree Examination, Feb./Mar. 2022 Organizational Leadership

Time: 3 hrs.

Max. Marks: 100

**Note: 1. Answer any FOUR full questions from Q1 to Q7.
2. Question No. 8 is compulsory.**

- 1 a. Define Leadership. (03 Marks)
b. Explain the five elements of Leadership. (07 Marks)
c. Bring out the 10 managerial roles related to leadership based on three categories. (10 Marks)
- 2 a. Define Personality. (03 Marks)
b. Explain the interrelationship among the three levels of leadership analysis. (07 Marks)
c. Describe the Big Five personality dimensions with example. (10 Marks)
- 3 a. What is autocratic leadership? (03 Marks)
b. Explain leadership Continuum theory and model. (07 Marks)
c. Discuss various styles of leadership in Leadership Grid Theory and its contribution to leadership theory. (10 Marks)
- 4 a. Distinguish between team and group. (03 Marks)
b. Explain various types of teams observed in organizations with team leadership. (07 Marks)
c. Discuss the seven characteristics of effective teams with a relevant example. (10 Marks)
- 5 a. What is followership? (03 Marks)
b. Explain briefly five types of followership with suitable examples. (07 Marks)
c. Discuss the importance of managing conflict in organizations and explain five conflict management styles. (10 Marks)
- 6 a. State the qualities of a charismatic leader. (03 Marks)
b. Distinguish between charismatic V/s Transformational leadership styles with examples. (07 Marks)
c. Compare and contrast stewardship V/s Servant leadership styles with examples. (10 Marks)
- 7 a. What is leadership succession? (03 Marks)
b. Elucidate of components effective of leadership development programs in practice. (07 Marks)
c. Discuss the process of evaluation of leadership development programs. (10 Marks)

Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.
2. Any revealing of identification, appeal to evaluator and /or equations written eg, 42+8 = 50, will be treated as malpractice.

8 CASE STUDY [Compulsory]

In 1986 Oprah Winfrey launched Harpo productions Inc. Two years later in October 1988 television history was made. When Harpo productions announced that it was taking over all production responsibilities for the Oprah Winfrey show from the capital cities/ABC. Making Winfrey show is the highest rated talk show in television history. The show is seen by an estimated 30 million viewers weekly in the United States and airs in 111 countries. She is described by those close to her as confident, brilliant and personable. She is considered a sister by many of her employees. Oprah Winfrey is one of the richest women in America, yet many say she does not let all her success go to her head.

In September 1999, Oprah joined Steadman Graham as an adjunct professor at the J.L. Kellogg Graduate school of management at north western university to coach "Dynamics of Leadership". The course Curriculum, Developed by professors Oprah Winfrey, Ann Graham, Shared insights into how students can cultivate their own leadership skills and develop an approach to management, leadership and organizational issues suited to their individual circumstances. "Dynamics of Leadership" was offered at Kellogg for the second time in the fall of year 2000.

From her humble beginning in rural Mississippi, Oprah's legacy has established her as one of the most important figures in popular culture. Her contribution can be felt beyond world of Television and into areas such as education, social justice, publishing, music, films, philanthropy, health and fitness and economic advancement. Through her show, Oprah entertains enlightens, and empowers millions of viewers around the world.

Questions :

- | | |
|--|------------|
| a. Why is Oprah personality a popular and admired on TV? | (04 Marks) |
| b. What effects has Oprah's Charisma on her followers? | (04 Marks) |
| c. In your opinion, what quality of Charismatic leadership does Oprah possess? | (04 Marks) |
| d. Does Oprah embody the example of socialized charismatic leader or a personalized charismatic leader? Explain. | (04 Marks) |
| e. Is Oprah a transformational leader, a charismatic leader, or both? Justify. | (04 Marks) |

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