

**Time - 3 Hour****Maximum Marks: 50 (Minimum Marks: 20)****Instructions to students:**

- This question paper contains 2 printed page/s.
- Don't write anything on the Question Paper except writing your Enrolment No.

Part A**(Maximum Marks: 5)****Q1. Choose the correct option for the following questions (1 mark each):**

- a) What is the term Tuckman uses for reaching consensus as a group?
- Forming
 - Storming
 - Norming
 - Adjourning
- b) Which one is not part of Lewin's three step approach to change?
- Changing behaviour
 - Initiating change
 - Freezing
 - Unfreezing
- c) Attribution theory is primarily concerned with:
- Understanding leadership styles
 - Explaining how people assign causes to events and behaviors
 - Measuring personality traits
 - Analyzing group dynamics
- d) Which type of power is based on a leader's formal position or authority in an organization?
- Referent Power
 - Expert Power
 - Legitimate Power
 - Coercive Power
- e) Sathish has a low absenteeism rate. He takes responsibility for his health and has good health habits. He is likely to have a(an):
- Internal locus of control
 - External locus of control
 - Core locus of control
 - High emotional stability level

Part B

(Maximum Marks: 15)

Answer any three of the following questions (5 marks each):

- Q2. A good leader is not necessarily a good manager. Comment on this statement.
- Q3. How does Emotional Intelligence contribute to leadership effectiveness in the development sector?
- Q4. State the difference between group and team.
- Q5. What do you mean by learning organization? What are the characteristics of a learning organization?

Part C

(Maximum Marks: 30)

Answer any three of the following questions (10 marks each):

- Q6. How does understanding personality differences help managers in improving team performance in social impact organizations? Also explain any personality theory that helps you in analysis of personalities.
- Q7. A development organization is struggling with low employee motivation and high turnover. As a management consultant, suggest two motivation strategies based on OB theories to improve employee retention and engagement.
- Q8. "A project manager in of a CSR project notices frequent miscommunication and conflicts among team members. Some employees feel micromanaged, while others complain about a lack of guidance. Explain the Transactional Analysis and analyze the possible ego states at play and suggest strategies to improve communication and teamwork in the organization.
- Q9. You are a leadership consultant hired by a nonprofit organization facing challenges in teamwork and conflict resolution. Design an innovative leadership development program using Leadership Theories, and Conflict Management to improve team collaboration and decision-making?

