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Question Paper Code: CMB424



# INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

MBA IV Semester End Examinations (Regular) - May/June, 2018

Regulation: IARE-R16

## LEADERSHIP AND CHANGE MANAGEMENT

Time: 3 Hours

(MBA)

Max Marks: 70

Answer ONE Question from each Unit

All Questions Carry Equal Marks

All parts of the question must be answered in one place only

### UNIT – I

1. (a) Discuss about the behavioral theory studied by Ohio State University. [7M]  
(b) Give in detail description about the leadership theory of Blake & Mouton's leadership grid. [7M]
2. (a) Define leadership? Explain the components of leadership. [7M]  
(b) Discuss the skills approach to leadership with respect to Michigan Studies. [7M]

### UNIT – II

3. (a) Describe in detail about the path goal theory and its applications. [7M]  
(b) Explain pro's & con's of Fiedler's contingency theory of leadership. [7M]
4. (a) What are the most effective styles of leadership in India? Justify your answer with relevant examples. [7M]  
(b) If you are the head of the department of IT company, which leadership style will you adopt and why? Give an example of the situation where you might need to adopt an alternative style for leadership. [7M]

### UNIT – III

5. (a) Write in detail the effect of Transformational Leadership on Organization Structure. [7M]  
(b) Explain the strengths and applications of Transformational Leadership. [7M]
6. (a) In your view, which leadership theory has the greatest practical application? Why? [7M]  
(b) Write about the ten characteristics of a Servant theory of leadership Work. [7M]

### UNIT – IV

7. (a) Discuss the concept of power. What are the sources of power in an organization-discuss with examples. [7M]  
(b) What is politics? What are the factors that influence political behavior? [7M]

8. (a) Describe the primary characteristics of organizational politics. [7M]  
(b) Explain the key features in effective change management. [7M]

**UNIT – V**

9. (a) Discuss about the role of change management in managing employee relations in the organization. [7M]  
(b) Explain about the downsizing of employees that effects the organization. [7M]
10. (a) Why organizational change often resisted by individual and groups within the organization? How can such resistance be prevented or overcome. [7M]  
(b) Discuss the impact of technological change on employee management in an organization. [7M]