


<b>Name:</b>	 <b>UPES</b>
<b>Enrolment No:</b>	

**UNIVERSITY OF PETROLEUM AND ENERGY STUDIES**  
**Online End Semester Examination, 2021**

**Course: Creative Leadership**  
**Course Code: DPBM 0306**  
**Program: Diploma in Business Management**

**Semester: II**  
**Time: 03 Hours**  
**Max. Marks: 100**

**SECTION A**

- 1. Each question carries 5 Marks**  
**2. Instruction: State whether True or False / Choose the correct answer.**

Sl. No.	Question	CO
Q.1.	Leadership is a process whereby an individual _____ a group of individuals to achieve a common _____.	CO1
Q.2.	Department Head is an example of an assigned leadership. True/False	CO1
Q.3.	Traits are characteristics of an individual that reflect: (a) cognitive tendencies (b) emotional tendencies (c) behavioral tendencies (d) all of the other choices	CO2
Q.4.	In the skills approach the emphasis is on characteristics that can be: (a) learned (b) developed (c) all of the other choices	CO2
Q.5.	In the leadership grid by Blake and Mounton, Team Management is at the position: (a) 1, 1 (b) 9, 9 (c) 5, 5 (d) 1,9 (e) 9,1	CO3
Q.6.	In the situational approach the leaders should have _____ leadership styles: (a) 2 (b) 4 (c) 6 (d) 8 (e) 10	CO4

## SECTION B

**1. Each question carries 10 marks.**

**2. Instruction: Write short / brief notes.**

Q.1.	In leadership summarize the five bases of power. OR Summarize the traits to possess or cultivate if one seeks to be perceived by others as a leader.	CO1
Q.2.	Discuss the 'Three Skills Approach' proposed by Katz.	CO2
Q.3.	Discuss the 'Task Behaviors' and 'Relationship Behaviors' of leaders. OR Distinguish between transactional, transformational and pseudo-transformational leadership.	CO3
Q.4.	Discuss the 5 characteristics of authentic leaders.	CO3
Q.5.	Discuss Servant leadership and how does it work?	CO4

## Section C

**1. This section carries 20 Marks.**

**2. Instruction: Write long answers.**

Q.1.	<p><b>Case Study - Recruiting for the Bank</b></p> <p>Pat Nelson is the assistant director of human resources in charge of recruitment for Central Bank, a large, fullservice banking institution. One of Pat's major responsibilities each spring is to visit as many college campuses as he can to interview graduating seniors for credit analyst positions in the commercial lending area at Central Bank. Although the number varies, he usually ends up hiring about 20 new people, most of whom come from the same schools, year after year.</p> <p>Pat has been doing recruitment for the bank for more than 10 years, and he enjoys it very much. However, for the upcoming spring he is feeling increased pressure from management to be particularly discriminating about whom he recommends hiring. Management is concerned about the retention rate at the bank because in recent years as many as 25% of the new hires have left. Departures after the first year have meant lost training dollars and strain on the staff who remain. Although management understands that some new hires always leave, the executives are not comfortable with the present rate, and they have begun to question the recruitment and hiring procedures.</p> <p>The bank wants to hire people who can be groomed for higher-level leadership positions. Although certain competencies are required of entry-level credit analysts, the bank is equally interested in skills that will allow individuals to advance to upper management positions as their careers progress.</p> <p>In the recruitment process, Pat always looks for several characteristics. First, applicants need to have strong interpersonal skills, they need to be confident, and they need to show poise and initiative. Next, because banking involves fiduciary responsibilities, applicants need to have proper ethics, including a strong sense of the importance of confidentiality. In addition, to do the work in the bank, they need to have strong analytical and technical skills, and experience in working with computers. Last, applicants need to exhibit a good work ethic, and they need to show commitment and a willingness to do their job even in difficult circumstances.</p>	CO4
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Pat is fairly certain that he has been selecting the right people to be leaders at Central Bank, yet upper management is telling him to reassess his hiring criteria. Although he feels that he has been doing the right thing, he is starting to question himself and his recruitment practices.

- (a) Based on ideas described in the trait approach, do you think Pat is looking for the right characteristics in the people he hires? Support your answer. (10)
- (b) Could it be that the retention problem raised by upper management is unrelated to Pat's recruitment criteria? Support your answer. (10)