

**BACHELOR OF COMMERCE
SECOND SEMESTER
LEADERSHIP AND TEAM EFFECTIVENESS
MOOCs
[USE OMR SHEET]**

**SET
A**

Duration: 1hr. 30 mins.

Full Marks: 35

Choose the correct answer from the following:

1 × 35 = 35

- _____ is the ability of an individual or a group of people to influence and guide followers or members of an organization.
 - Leadership
 - Management
 - Motivation
 - All the above
- The interactional theory of leadership assumes that:
Statement I - People can have several motives for taking action, and these motives can change over time.
Statement II - The workplace environment or system is open, promoting the exchange of information, matter and energy.
 - Both the Statement is correct
 - Both the statement is false
 - Only Statement I is true
 - Only Statement II is true
- Nature of leadership:
 - Process of influence
 - Leadership is context-based
 - Requires followers
 - All the above
- _____ are the approaches to the study of leadership which emphasise the personality of the leader.
 - Contingency theories
 - Group theories
 - Trait theories
 - Inspirational theories
- Which leadership style that empowers people to accomplish positive change through big vision, inspiration, and a call to action.
 - Transactional leadership
 - Transformational leadership
 - Democratic leadership
 - Participative leadership
- Path-Goal theory of leadership was developed by:
 - Adam Smith
 - Martin Evans and Robert House
 - FW Taylor
 - Phillip Kotler
- Which of the following is not an attribute of leadership?
 - Courage
 - Visionary
 - Confuse
 - Empathy
- Myers-Brigg Type Indicator (MBTI) indicates
 - Management Style
 - Leadership Style
 - Team types
 - Personality

9. _____ is the ability to perceive, interpret, demonstrate, control, evaluate, and use emotions to communicate with and relate to others effectively and constructively.
- Emotional intelligence
 - Intelligence
 - Personality
 - Leadership
10. Sources of leadership power:
- Legitimate Power
 - Reward Power
 - Coercive Power
 - All the above
11. Character Leaders encourages greater focus on:
- Purpose
 - purpose, and process
 - purpose, process, and people
 - purpose, process, people and Profit.
12. Ethical leaders are characterized by:
- They are honest with themselves
 - Discuss with the subordinates to uncover the issues
 - Both a & b
 - Neither a nor b
13. Often the leader's strengths that have led to promotion in the past, if _____, may become weaknesses that can lead to derailment.
- Given opportunities
 - Polished well
 - contextualise
 - overemphasized or not contextualized
14. Who developed the leadership pipeline model?
- Ram Charan
 - Stephen Drotter
 - James Noel
 - All of them together
15. _____ leadership behaviour is defined as the systematic and repeated behaviour by a leader that violates the legitimate interest of the organisation by undermining and/or sabotaging the organisation's goals, tasks, resources, and effectiveness and/or the motivation, well-being or job satisfaction of his/her subordinates.
- Destructive
 - Constructive
 - Transactional
 - Transformational
16. Statement I: Leading people requires vision, charisma, and a palpable self-confidence. Statement II: Leading people don't require negotiation skills.
- Both the Statement is correct
 - Both the statement is false
 - Only Statement I is true
 - Only Statement II is true
17. Statement I: During a crisis, leaders must project honesty and confidence. Statement II: Leadership should be decisive and adaptable during a crisis.
- Both the Statement is correct
 - Both the statement is false
 - Only Statement I is true
 - Only Statement II is true
18. The success of any business can depend on the level of organization and _____ within the company's _____.
- Culture, Leadership
 - Leadership, Culture
 - Marketing, Objective
 - Objective, Marketing

19. 'X' is a process of stimulating people to action to accomplish the desired goals. What is 'X' here?
- | | |
|---------------|-----------------|
| a. Management | b. Coordination |
| c. Leadership | d. Motivation |
20. _____ is concerned with the formation and structure of groups and the way they affect individual members, other groups and the organisation.
- | | |
|---------------------|--------------------|
| a. Group management | b. Team management |
| c. Group-dynamics | d. Team-dynamics |
21. Statement I: A group is a collection of individuals with separate priorities united by their shared interests or experiences.
Statement II: A team is a collection of interdependent people who join together with a shared goal.
- | | |
|--------------------------------|-------------------------------|
| a. Both the Statement is false | b. Both the statement is true |
| c. Only Statement I is true | d. Only Statement II is true |
22. The managerial process through which authority flows down the scalar chain:
- | | |
|----------------|------------|
| a. Delegation | b. Power |
| c. Supervision | d. Control |
23. Which of the following is not a benefit of employee empowerment?
- | | |
|-----------------|-------------------|
| a. Productivity | b. Centralisation |
| c. Quality | d. Motivation |
24. Essentials of effective teamwork in an organisation:
- | | |
|-----------------------|-------------------------------|
| a. Setting clear role | b. Communication and feedback |
| c. Both a and b | d. Neither a nor b |
25. Team coaching works with the whole "team" at once – not the individuals – to develop as _____ cohesive system.
- | | |
|-------------|----------------------|
| a. One | b. Binary |
| c. Flexible | d. None of the above |
26. Conflict is dysfunctional when it:
- | | |
|--|---|
| a. Provides a medium to release tension | b. Foster an environment of self-evaluation |
| c. Provides a means to understand the conflict | d. Reduces group cohesiveness |
27. _____ are groups of colleagues that collaborate remotely.
- | | |
|-----------------------|------------------|
| a. Cooperatives | b. Association |
| c. Collaborative team | d. Virtual teams |
28. _____ is an engaged learning process whereby employees learn by doing and by reflecting on the experience.
- | | |
|--------------------------|------------------|
| a. Perception | b. Flip learning |
| c. Experiential learning | d. Team learning |

29. _____ learning is based on the idea that learning is more effective when it is active, relevant, and reflective.
- Action
 - Experiential
 - Both a and b
 - Neither a nor b
30. Statement I: A skills gap analysis is a tool used to assess the difference between a workforce's current capabilities and what is required to meet the current demand
Statement II: A skills gap analysis is a tool used to assess the difference between a workforce's current capabilities and future demands of the business strategy.
- Both the Statement is false
 - Both the statement is true
 - Only Statement I is true
 - Only Statement II is true
31. ___ means communication without words.
- Non-verbal communication
 - Oral communication
 - Written communication
 - All the above
32. 'X' demonstrates disapproval of someone's actions or behaviours. While 'Z' may identify an employee's faults or a manager's concerns, the conversation focuses on improvement. X and Y stands for:
- X -Constructive feedback
Y - Criticism
 - X - Criticism
Y - Constructive feedback
 - X- Confidence
Y- Annoyance
 - X- Annoyance
Y- Confidence
33. Assertion (A): A creative leader will lead members of the team to feel more comfortable with sharing their ideas.
Reasoning (R): A creative team leader will inspire others to be more creative in their work processes.
- Both (A) and (R) are true, and (R) is the correct explanation of (A).
 - Both (A) and (R) are true, and (R) is not the correct explanation of (A).
 - (A) is true and (R) is false
 - (A) is false and (R) is true
34. The rocket model of boosting performance contains 7 elements. The final or the top element is:
- Talent
 - Results
 - Power
 - Morale
35. _____ refers to the process of guiding, mobilizing, and inspiring individuals within a community to work together towards a common goal or shared vision.
- Cause leadership
 - Rocket leadership
 - Social leadership
 - Community leadership