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Question Paper Code: CMB424



# INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

MBA IV Semester End Examinations (Regular) - April, 2019

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) Define Leadership? Describe the components of effective leadership. [7M]  
(b) What characteristics or traits make person a leader? [7M]
2. (a) Explain the leadership theory of Michigan studies & write its application. [7M]  
(b) Explain in detail about the application & criticisms of trait approach to leadership. [7M]

### UNIT – II

3. (a) Explain the three leadership styles mainly autocratic, democratic and laissez-faire and their effects. [7M]  
(b) Discuss in detail about application and strengths of Fiedler's contingency theory of leadership. [7M]
4. (a) What do you understand about Path –Goal theory of leadership? Write its applications. [7M]  
(b) Define contingency theory of leadership. Explain Pro's & Con's of Fiedler's contingency theory of leadership. [7M]

### UNIT – III

5. (a) What is transformational leadership? Explain the components of transformational leadership. [7M]  
(b) Define transformational leadership. Explain the steps involved in transformational leadership. [7M]
6. (a) What is servant leadership? Explain the characteristics of servant leadership. [7M]  
(b) Discuss strengths and applications of servant leadership. [7M]

### UNIT – IV

7. (a) Define organizational structure. Describe the steps involved in developing an organizational design. [7M]  
(b) Discuss how power and politics are related in organizational change. [7M]

8. (a) Discuss the relation between ethics, power and politics. How can power be used to manage effectively? [7M]
- (b) What are the reasons for resistance to change? What management can do to overcome such resistance? [7M]

**UNIT – V**

9. (a) Outline the contribution of employee relations for competitiveness of an organization. [7M]
- (b) What is downsizing? Explain downsizing strategies in detail. [7M]
10. (a) Discuss on non-routine technology with respect to management of change. [7M]
- (b) With the help of an example explain how technology impacts organization structure. [7M]