
HRM623/MGTM623 MID TERM Solved Paper

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PAPER 1

Question No: 1 (Marks: 1) - Please choose one

As a manager, one of Ahsan's duties is to present awards to outstanding employees within his department. Which Mintzberg managerial role is Ahsan acting in when he does this?

- ▶ Leadership role
- ▶ Liaison role
- ▶ **Monitor role**
- ▶ Figurehead role

Question No: 2 (Marks: 1) - Please choose one

What is the best conclusion about the traits of managers?

- ▶ Manager who is intelligent and highly motivated will be effective in any situation
- ▶ Manager who is weak on any key trait is unlikely to be effective
- ▶ Some traits improve the chance of being effective, but their relative importance depends on the situation

▶The trait approach fails to provide useful insights about the reasons for effective leadership

Question No: 3 (Marks: 1) - Please choose one

_____ What
is the most important need for people who become leaders?

- ▶Achievement
- ▶Affiliation
- ▶Power
- ▶Esteem

Question No: 4 (Marks: 1) - Please choose one

_____ Which of the following best describes the exemplary follower?

- ▶They are creative, risk takers and also add value in organization in any form
- ▶They are just spending/passing time and also require an excessive amount of supervision
- ▶They have lack of creativity; they don't take bold decisions and not taking risk
- ▶They think about themselves, but some time play a very important role as critics

Question No: 5 (Marks: 1) - Please choose one

_____ Which of the following best knows "how work is done"?

- ▶Leader
- ▶Instructor
- ▶Mentor
- ▶Manager

Question No: 6 (Marks: 1) - Please choose one

Which of the following followers are ideal followers for a leader?

- ▶ Alienated followers
- ▶ Exemplary followers
- ▶ Proactive followers
- ▶ Pragmatic followers

Question No: 7 (Marks: 1) - Please choose one

Someone subscribing to theory X would agree with which of the following statements?

- ▶ Individuals are dominated by Maslow's lower level needs
- ▶ Individuals are dominated by Maslow's higher level needs
- ▶ Individuals are not clearly dominated by any particular level of Maslow's hierarchy of needs
- ▶ Individuals are in reality independent of Maslow's hierarchy of needs

Question No: 8 (Marks: 1) - Please choose one

According to University of Michigan researchers, which type of leaders is associated with higher group productivity and higher job satisfaction?

- ▶ Situational
- ▶ Employee-oriented
- ▶ Production-oriented
- ▶ Initiating structure-oriented

Question No: 9 (Marks: 1) - Please choose one

Which of the following are the leadership behaviors identified by path-goal theory?

- ▶ Supportive, employee-oriented, laissez-faire and participative
- ▶ Achievement-oriented, supportive, humanistic, and directive

- ▶Participative, achievement-oriented, directive, and supportive
- ▶Directive, participative, supportive, and laissez-faire

Question No: 10 (Marks: 1) - Please choose one

Which theory states that people are born with certain characteristics that predispose them to being leaders?

- ▶Theory X
- ▶Theory Y
- ▶Contingency theory
- ▶Trait theory

Question No: 11 (Marks: 1) - Please choose one

Which of the following leadership is the ability to create and articulate a realistic, credible, and attractive vision of the future for an organization or organizational unit that grows out of and improves on the future.

- ▶Visionary
- ▶Charismatic
- ▶Transactional
- ▶Transformational

Question No: 12 (Marks: 1) - Please choose one

Which of the following is an environmental force that shapes personality?

- ▶Genetic inheritance
- ▶Gender
- ▶Height
- ▶Experience

Question No: 13 (Marks: 1) - Please choose one

Which of the following is **NOT** the quality of a person having type “B” personality?

▶Easy going

▶Relaxed

▶Able to listen carefully

▶Impatient

Question No: 14 (Marks: 1) - Please choose one

Which of the following is usually the original source of an organization's culture?

▶Is shared among the first workers hired into the organization

▶Is formulated by the board of directors when the organization is formed

▶Identifies when the organization is successful doing

▶Identifies what the organization is successful doing

Question No: 15 (Marks: 1) - Please choose one

Which of the following is **Not** the situational factor in leadership process?

▶Size of organization

▶Organization life cycle stage

▶Culture

▶Customers

Question No: 16 (Marks: 1) - Please choose one

Which of the following is **NOT** the competency of a leader?

▶Leading the organization

▶Leading others

▶Leading oneself

▶Leading one by one

Question No: 17 (Marks: 1) - Please choose one

Which of the following ways the formal leaders get some of their authority?

- ▶Through situation
- ▶Through position
- ▶Through dependency
- ▶Through motivation

Question No: 18 (Marks: 1) - Please choose one

Which of the following ways the informal leaders get their authority?

- ▶Through situation
- ▶Through motivation
- ▶Through position
- ▶Through charisma

Question No: 19 (Marks: 1) - Please choose one

Which of the following power is not included among person powers?

- ▶Expert power
- ▶Charisma power
- ▶Rational power
- ▶Legitimate power

Question No: 20 (Marks: 1) - Please choose one

_____ The decision procedure that empowers a subordinate the most is:

- ▶ **Joint decision-making**
- ▶ Delegation
- ▶ Proactive consultation
- ▶ Reactive consultation

Question No: 21 (Marks: 1) - Please choose one

What is the **Least** important reason for delegating to subordinates?

- ▶ **Get rid of tedious tasks that are time wasters**
- ▶ Develop subordinate skills and confidence
- ▶ Make the job of subordinates more interesting
- ▶ Increase subordinate commitment to a task

Question No: 22 (Marks: 1) - Please choose one

Imran is a student who cannot work at writing a paper for more than 30 minutes, yet he can spend many hours writing comments on blogs. What accounts for the change in motivation in this case?

- ▶ His ability
- ▶ The situation
- ▶ **His personality**
- ▶ The congruence

Question No: 23 (Marks: 1) - Please choose one

_____ The most well-known theory of motivation is Abraham Maslow's _____.

- ▶Theories X and Y
- ▶Hierarchy of Needs
- ▶Two-factor Theory
- ▶Motivator-Hygiene Theory

Question No: 24 (Marks: 1) - Please choose one

_____ In a crisis situation, effective leaders are likely to:

- ▶Consult with subordinates
- ▶Reduce their exposure
- ▶Act more decisively
- ▶None of the given options

Question No: 25 (Marks: 1) - Please choose one

_____ Traditional organizations are:

- ▶Dynamic
- ▶Skill focused
- ▶Flexible
- ▶Inflexible

Question No: 26 (Marks: 1) - Please choose one

_____ Management is more concerned about building:

- ▶Social relations
- ▶Moral relations
- ▶Ethical relations
- ▶Working relations

Question No: 27 (Marks: 1) - Please choose one

Which of the following has become the most important reality of today's technologically advanced organizations?

- ▶Collaboration
- ▶Change
- ▶Consistency
- ▶Homogeneity

Question No: 28 (Marks: 1) - Please choose one

Organizational commitment is defined as _____.

- ▶The degree to which an employee identifies with the organization they work for and its goals
- ▶An employee's belief that the organization they work for will go to considerable lengths to ensure that its employees are treated fairly
- ▶The degree to which an employee's sense of fulfillment and self worth is related to their job
- ▶The amount of effort an employee will make in order to keep or advance their position in an organization

Question No: 29 (Marks: 3)

When does culture effects on behavior?

Culture always effects on behavior as we exert actions and make things that resides in our society. A good behavior is indeed grown up in healthy environment and it always needs.

Question No: 30 (Marks: 3)

How leaders become powerful? Identify two faces of power.

Leader becomes powerful by getting motivational support by his followers and it is same time drawback if he get something wrong. Some times power ruins us.

Question No: 31 (Marks: 5)

_____ How
can charismatic leadership hurt an organization?

A charismatic leadership can hurt an organization in many ways, you should make the procedures & rules that organization never depends upon single personality there should be alternate to the leadership who can takeover in any deadlock.

Question No: 32 (Marks: 5)

_____ What
are the five common ingredients of great leaders? Comment in the light of theory provided by Warren Bennis

Open to all questions.

Dynamic

Effective influence over his followers.

Motivational

Proactive

Take team go beyond the minds of his followers.

(GOOD LUCK FOR MID EXAM)
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