

MBA 4th Semester Examination, 2024

MBA

(Leadership and Team Dynamics)

PAPER—MBA-408(A)

Full Marks : 100

Time : 3 hours

Answer **all** questions

The figures in the right hand margin indicate marks

Candidates are required to give their answers in their own words as far as practicable

Illustrate the answers wherever necessary

- A. Answer any *eight* questions from the following : 5 × 8
1. Explain the concept of 'leadership', with an example.

2. Distinguish between leader and manager.
3. Discuss any five traits of an effective leader.
4. Describe the significant outcomes of “Ohio State University Study” in leadership.
5. Explain the Managerial grid theory of leadership.
6. Write a note on “Charismatic Leadership”.
7. Distinguish between transactional leader and transformational leader.
8. Explain the concept of strategic leadership.
9. How is work team different from work group ?
10. Discuss any five characteristics of an ethical leader.

11. Explain 4-D phases of Appreciative Enquiry model.

12. Discuss all the quadrants of Johari Window Study.

B. Answer any *four* questions from the following : 10×4

13. Discuss various roles of a leader in an organization.

14. "Leader is born but not made" – Enumerate the statement in the light of Great man theory of leadership.

15. Critically discuss various types of leadership styles.

16. Discuss Fiedler's Contingency Model in leadership with a suitable diagram.

17. Describe the various stages of group development.

18. Discuss Fundamentals of Inter Personal Relationship Oriented Behaviour (FIRO-B) model.

[Internal Assessment – 20 Marks]

MBA 4th Semester Examination, 2024

MBA

(Strategic Human Resource Management)

PAPER—MBA-408(B)

Full Marks : 100

Time : 3 hours

Answer **all** questions

The figures in the right hand margin indicate marks

Candidates are required to give their answers in their own words as far as practicable

Illustrate the answers wherever necessary

A. Answer any *eight* questions : 5 × 8

1. Explain the key components of the strategic HRM process.
2. Make a difference between Traditional HRM and Strategic HRM.

3. Discuss the concept of “strategic fit”.
4. What do you mean by “talent management” ?
Discuss its importance in Strategic HRM. 2 + 3
5. Discuss strategies for dealing with employee surpluses within an organization.
6. Outline the phases involved in reengineering HR processes.
7. Aligning HR with the business strategy is essential for unlocking productivity, sustaining growth, and remaining competitive. Evaluate the statement.
8. Briefly explain the concept of Vision, Mission and Core Values.
9. HR is a strategic partner in business strategies. Briefly discuss the statement.
10. Examine in brief the implications of the resource-based view of strategic HRM.

11. Write a short note on 'Investment Perspective of Human Resources'.

12. Discuss the underlying assumptions of VRIO Framework of SHRM.

B. Answer any four questions : 10 × 4

13. Discuss the theoretical perspectives of Strategic Human Resource Management.

14. Discuss the various approaches organizations can take when developing their Human Resource Strategy.

15. Company Z is a manufacturing company. Company Z has taken some HR strategy. They planned for automating their administrative HR tasks and to enhance Performance Management through reengineering initiatives.

5 + 5

(a) Discuss how Company Z automated its administrative HR tasks through reengineering initiatives.

(b) Describe how Company Z reengineered its performance management process to improve employee engagement and productivity.

16. Examine the various issues and challenges in the implementation of HR Strategies at organisational level.

17. Discuss the various ways in which strategic reward management system works as a strategic tool in the better utilization of human resources.

18. Write short notes on any *two* : 5 + 5

(i) Strategically Oriented Performance Management Systems

(ii) Structure of Reengineering

(iii) New Economic Policy and HRM Strategy.

[Internal Assessment – 20 Marks]
