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| **SESSION** | **jul - aug 2024** |
| **PROGRAM** | **MASTER OF BUSINESS ADMINISTRATION (MBA)** |
| **SEMESTER** | **IV** |
| **course CODE & NAME** | **dMBA403 BUSINESS LEADERSHIP** |
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**1. Define Leadership. Along with That, Describe the Trait Theory of Leadership with Suitable Example**

**Ans 1.**

**Definition of Leadership**

Leadership is the ability of an individual to influence, guide, and inspire others toward achieving a common goal. It involves setting a vision, fostering collaboration, and motivating individuals or groups to work efficiently and effectively. Leadership extends beyond authority or positional power and is rooted in personal qualities, skills, and behaviors that inspire trust and commitment.

A successful leader blends strategic thinking with emotional intelligence, fostering an environment where teams can thrive and accomplish organizational objectives. Leadership

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**2. What is Contingency Theory? Discuss in Detail**

**Ans 2.**

**Definition of Contingency Theory**

The Contingency Theory of Leadership asserts that there is no single best way to lead an organization or group. Instead, effective leadership depends on various situational factors, including the leader’s style, the nature of the task, and the characteristics of the team. This theory recognizes that leadership effectiveness is context-dependent and emphasizes flexibility in adapting to changing circumstances.

**Key Concepts of Contingency Theory**

**3. What Do You Understand by Group Dynamics? Introduce the Concept of 360° Feedback and Ethical Leadership**

**Ans 3.**

**Group Dynamics**

Group dynamics refers to the behavioral and psychological processes that occur within a group or between groups. It encompasses how individuals interact, communicate, and collaborate within a group to achieve shared goals. Effective group dynamics are essential for team performance, as they influence decision-making, conflict resolution, and overall productivity.

Groups typically go through stages of development, as outlined in Tuckman’s model: **forming**, **storming**, **norming**, **performing**, and **adjourning**. Each stage reflects a progression in the group’s ability to work cohesively.

**Key Elements of Group Dynamics**:

**Roles and Responsibilities**: Clearly defined roles prevent conflict and ensure accountability.

**4. Explain the Sources of Motivation. Also, Discuss the Model of Four Competencies of Leadership**

**Ans 4.**

**Sources of Motivation**

Motivation is the intrinsic or extrinsic force that drives individuals to act and achieve goals. It plays a crucial role in determining employee engagement, performance, and satisfaction within an organization. There are two primary sources of motivation: **intrinsic** and **extrinsic**.

**Intrinsic Motivation**: Intrinsic motivation arises from within an individual. It is driven by personal satisfaction, curiosity, and a desire to achieve mastery. Examples include pursuing

**5. State the Significance of Organizational Culture. Explain the Outcome-Oriented Culture in an Organization**

**Ans 5.**

**Significance of Organizational Culture**

Organizational culture refers to the shared values, beliefs, norms, and practices that shape the behavior and attitudes of employees within an organization. It acts as a guiding framework, influencing how employees interact, make decisions, and approach their work. A strong organizational culture plays a pivotal role in shaping the overall success and sustainability of a business.

**Fosters Identity and Belonging**: Culture provides employees with a sense of identity and

**6. Discuss Ethical Leadership and Its Dark Sides in Detail**

**Ans 6.**

**Ethical Leadership**

Ethical leadership involves guiding an organization based on principles of integrity, fairness, accountability, and respect. Ethical leaders prioritize the welfare of their employees and stakeholders, ensuring their decisions align with moral and ethical values. This leadership style not only builds trust but also creates a positive organizational culture that encourages ethical behavior at all levels.

**Core Characteristics of Ethical Leadership**:

**Integrity**: Ethical leaders demonstrate honesty and consistency in their actions, earning the