

Reg. No.:



Name:

University of Kerala

U8723

Second Semester FYUGP Degree Examination, April 2025

Discipline Specific Core Course

COMMERCE

UK2DSCCOM103 - Motivation and Leadership in Business

Academic Level: 100-199

Time: 2 Hours(120 Mins)

Max. Marks: 56

**Part A.6 Marks:Time 5 Minutes.(Cognitive Level :Remember(RE)/Understand(UN)) Objective Type.1 mark each,
Answer all questions**

Qn No.	Question	CL	CO
1	State the purpose of evaluating team performance Options : A)To fire team members B)To improve team performance C)To promote team leaders D)To reduce team workload	RE	1
2	Which is the the final stage in Tuckman's model Options : A)Adjourning B)Forming C)Norming D)Performing	RE	5
3	Name the motivation that comes from within an individual, such as personal satisfaction and enjoyment. Options : A)Intrinsic B)Extrinsic C)Incentive-based D)Performance-based	UN	1
4	Name the leadership style that focuses on inspiring and motivating employees to achieve exceptional performance. Options : A)Transformational B)Autocratic C)Laissez-Faire D)Transactional	UN	3
5	A leader encouraging team input during problem-solving is practicing Options : A)Autocracy B)Micromanagement C)Collaboration D)Isolation	UN	4
6	Choose the most common method for evaluating team performance Options : A)360 degree feedback B)Teamleader evaluation C)Customer feedback D)Financial metrics	UN	1

Part B.10 Marks.Time:20 Minutes (Cognitive Level:Understand(UN)/Apply(AP))Two-three sentences.2 marks each.Answer all questions

Qn No.	Question	CL	CO
7	Expand the term SMART in the context of motivation	UN	5
8	Illustrate the impact of servant leadership on employee well-being.	UN	3
9	How can a leader build trust and cohesion among team members?	AP	5
10	Mention any four hygiene factors applicable for an IT sector employee using Herzberg's Two-Factor Theory.	AP	2
11	How can managers use extrinsic motivation effectively?	AP	4

Part C.16 Marks:35 Minutes.(Cognitive Level :Apply(AP)/Analyse(AN))Short Answer.4 marks each, Answer all 4 questions,choosing among options * within each question

Qn No.	Question	CL	CO
12	A) Apply extrinsic motivation techniques to improve goal achievement in an academic or work setting. How do these rewards influence behavior? OR B) Identify key problem solving skills of leader?	AP	2, 3
13	A) How can a leader apply transformational leadership styles to inspire innovation in a team? OR B) Develop a strategic succession planning framework for an organization	AP	3, 5
14	A) Examine the key components of leadership development programme OR B) Analyse absenteeism as a symptom of poor motivational climate. How can this issue be diagnosed and addressed?	AN	3, 2

Qn No.	Question	CL	CO
15	A) Compare cultural intelligence and emotional intelligence in leadership effectiveness OR B) Examine the impact of transcendence needs in employee motivation and organizational culture.	AN	5, 2

Part D.24 Marks.Time: 60 Minutes.(Cognitive Level :Analyse(AN)/Evaluate(EV)/Create(CR)) Long Answer 6 Marks each.Answer all 4 questions choosing among options * within each question

Qn No.	Question	CL	CO
16	A) Categorise leadership roles into core leadership skills and additional leadership skill and explain OR B) Point out the Qualities required for a strategic leader ?	AN	3, 3
17	A) Summarise the benefits of managing diversity and inclusion in teams OR B) Compare and contrast autocratic and democratic leadership styles in business context	EV	3, 5
18	A) Elaborate the difference between Intrinsic and Extrinsic motivation. OR B) Compare motivators and hygiene factors as suggested by Herzberg's Two-Factor Theory.	EV	2, 2
19	A) If you are creating a series of podcasting on motivation, what are the tool of motivation you will include in each podcast . List out the tools with the examples OR B) Develop a revised goal setting framework that improves on SMART goals.	CR	2, 2