School of Law
Bachelor of Law
ETE - Jun 2023

Time : 3 Hours

Marks : 100

Sem IV - D1UA420T / BLA02026
Positive Leadeship
Your answer should be specific to the question asked
Draw neat labeled diagrams wherever necessary

1. Evaluate the impact of emotional intelligence on employee motivation, engagement, and job satisfaction.

K2 CO1 (5)

2. Evaluate the effectiveness of different leadership styles (e.g., autocratic, democratic, laissez-faire) in various organizational contexts.

K1 CO1 (5)

3. Evaluate the role of effective communication in leadership and its impact on building trust and fostering collaboration within teams.

K1 CO1 (5)

4. Discuss the situational leadership theory and its implications for effective leadership.

K3 CO2 (10)

5. Analyze the relationship between inclusive leadership and team performance and collaboration.

K2 CO1 (10)

6. Evaluate the role of an inclusive leader and their ability to embrace and leverage diversity within the organization.

K3 CO2 (10)

7. You are the Chief Diversity Officer of a large company that has recognized the need to create a.more inclusive and equitable work environment. Despite having diversity initiatives in place, there are still systemic barriers and biases that prevent underrepresented employees from thriving and advancing within the organization. The company wants to address these challenges and create a culture of inclusivity.
On the basis of the above, answe the following questions:
a. Assess the potential impact of an inclusive work environment on employee engagement, innovation, and overall business performance.
b. Discuss the role of leadership in driving inclusivity, including strategies to ensure leaders are equipped with the necessary skills and mindset to foster an inclusive culture.
c. Develop a plan to measure the effectiveness of the diversity and inclusion initiatives, track progress, and make continuous improvements based on feedback and data.

K4 CO4 (10)

OR

Women Leadership in Male-Dominated Fields
Scenario: You are the CEO of an engineering firm operating in a male-dominated industry. The organization recognizes the importance of gender diversity in driving innovation and success but struggles to attract and retain women in leadership roles. This case study explores strategies to break gender stereotypes and create a supportive environment for women leaders in male-dominated fields.
On the basis of the above, answer the following questions:
a. Assess the impact of gender-inclusive policies, such as pay equity, work-life balance, and parental leave, in promoting the retention and advancement of women leaders.
b. Develop a comprehensive external outreach program to promote gender diversity in the engineering field and challenge gender norms.

K4 CO5 (10)

8. Analyze the role of CSR in addressing social and environmental challenges such as poverty, inequality, climate change, and resource depletion.

K4 CO2 (15)

PTO

9. Within a technology company, the Research and Development (R&D) team and the Product Management team have conflicting objectives. R&D prioritizes innovation and long-term technological advancements, while Product Management focuses on meeting customer demands and delivering timely releases. The conflict is hindering product development and causing frustration among team members. K5 CO4 (15)

On the basis of the above, answer the following:

a. What are the main issues driving the conflict between the R&D and Product Management teams, considering their differing objectives?

b. How can the organization's leadership facilitate a collaborative approach that balances innovation and customer requirements, fostering synergy between the two teams?

c. What strategies can the teams employ to establish effective communication channels, align their objectives, and foster a shared understanding of the product roadmap?

OR

A multinational company has recently merged with another organization from a different country. The employees from both companies are facing difficulties in adjusting to the new work environment due to cultural differences. Communication styles, decision-making processes, and work expectations vary, leading to misunderstandings and conflicts. K5 CO4 (15)

On the basis of the above, answer the following

a. What are the cultural factors contributing to the conflict between the employees of the merged companies?

b. How can the HR department facilitate cross-cultural understanding and collaboration among the employees to minimize conflicts and promote a harmonious work environment?

c. What training programs or initiatives can be implemented to enhance cultural competence and foster effective communication and teamwork within the merged organization?

10. Analyze the impact of gender diversity in leadership on organizational performance and effectiveness. K5 CO3 (15)