



PAN AFRICA CHRISTIAN UNIVERSITY

SCHOOL OF LEADERSHIP, BUSINESS AND TECHNOLOGY

END OF SEMESTER EXAMINATION FOR THE

BACHELOR OF BUSINESS LEADERSHIP

BACHELOR OF COMMERCE

SEPTEMBER - DECEMBER 2019

CAMPUS: ROYSAMBU

DEPARTMENT: BUSINESS

COURSE CODE: BCM203|BUS2133

COURSE TITLE: BUSINESS LEADERSHIP I

EXAM DATE: WEDNESDAY 4TH DECEMBER, 2019

DURATION: 3 HOURS

TIME: 5:00PM-8:00PM

MODE: ONLINE

INSTRUCTIONS

- Read the instructions and questions carefully before you write the answers.
- Answer **question ONE** and **ANY other THREE** questions

SECTION A: Answer all the questions

QUESTION ONE

- a. Leadership traits and skills related to effective leadership?
- b. Leadership traits and skills are related to effective leadership to a certain extent. Some traits
- c. and skills increase the likelihood that a leader will be effective, but they do not guarantee
- d. Effectiveness. A leader with certain traits can be effective in one situation but ineffective in a
- e. different situation. Furthermore, two leaders with a different pattern of traits can be
- f. successful in the same situation. With regard to different criteria, such as advancement, unit
- g. performance, subordinate satisfaction, management of crisis, the pattern of traits and skills
- h. that best predicts the criterion varies somewhat from one criterion to another.
- a) One of the most important qualities of a leader is personal credibility. Discuss. **(5 Marks)**
- b) Using five examples discuss how leaders impart values in organisations. **(5Marks)**

SECTION B: Answer any three questions

QUESTION TWO

- a) Discuss the relationship between leadership personality traits and effective leadership. **(5Marks)**
- b) Explain the importance of teamwork in leadership. **(5 Marks)**
 - a. An important difference in the implications of decision making styles
 - b. is whether the leadership decision making styles can be learned or
 - c. changed. What is your opinion about the possibility of significantly
 - d. changing an individual's basic decision-making style

Leadership traits and skills is related to effective leadership to a certain extent. Some traits and skills increase the likelihood that a leader will be effective, but they do not guarantee effectiveness. A leader with certain traits can be effective in one situation but ineffective in a different situation. Furthermore, two leaders with a different pattern of traits can be successful in the same situation. With regard to different criteria, such as advancement, unit performance, subordinate satisfaction, management of crisis, the pattern of traits and skills that best predicts the criterion varies somewhat from one criterion to another

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- e. Managers must take into account all four
- f. factors (environment, strategy, technology
- g. and human resources) when designing the
- h. structure of the organization
- i. Managers must take into account all four
- j. factors (environment, strategy, technology
- k. and human resources) when designing the
- l. structure of the organization
- m. Managers must take into account all four
- n. factors (environment, strategy, technology
- o. and human resources) when designing the
- p. structure of the organization
- q. Managers must take into account all four
- r. factors (environment, strategy, technology
- s. and human resources) when designing the
- t. structure of the organization
- u. Managers must take into account all four
- v. factors (environment, strategy, technology
- w. and human resources) when designing the
- x. structure of the organization

QUESTION THREE

- a) Leaders are born or made. Discuss.(5 Marks)
- b) Using five examples explain the difference between transformational and transactional leadership.(5 Marks)

QUESTION FOUR

- a) A number of studies found that many death and injuries each year are attributed to speaking on mobile phones while driving. Should you, as a leader of a mobile phone service provider, have social responsibility obligations for dealing with this problem. Discuss **(4 Marks)**
- b) Highlight the six phases of leadership development. **(6 Marks)**

QUESTION FIVE

- a) Explain four key factors of individual differences relevant in leadership and management development. **(4 Marks)**
- b) Some theorists suggest that leaders should be able to adjust their style to the situation in which they find themselves. Others suggest that leadership styles are relatively fixed and that leaders should be matched to situations in which they can exercise most control. Discuss. **(6 Marks)**

QUESTION SIX

- a) Explain four conditions that lead to cultural change. **(4 Marks)**
- b) Minority groups face many barriers to their development as leaders and managers. Evaluate the key barriers. **(6 Marks)**