



UNIVERSITY OF RUHUNA
FACULTY OF GRADUATE STUDIES
Degree of Master of Business Management
First Semester End Examination – June 2023

MBM – 11043 – Leadership and People Management

Total Marks: 60

Time: 3 (Three) hours

Instructions: The Question Paper consists of five (05) questions. Answer all questions.

1.

- a) Contrast leadership and power. (6 marks)
- b) Leaders rely on their power. Briefly discuss power or influence tactics. (6 marks)

Total Marks 12

2.

- a) Performance appraisal is a critical part of performance management. Discuss why performance appraisal system should be a high priority for management. (6 marks)
- b) The goal of employee selection is to properly match people with jobs and organization. Briefly discuss three (03) decision fundamentals of employee selections (the environment of employee selection).

(6 marks)

Total Marks 12

3.

- a) Change is inevitable. However, when a change is not expected, it can be devastating. Discuss three (03) ways of dealing with unplanned change. (6 marks)
- b) Discuss the factors that make the implementation of teams is challenging to many leaders? (6 marks)

Total Marks 12

4.

- a) Discuss the factors need to be considered for creating a “multicultural organization”. Use examples to validate your answer. (6 marks)

b) Briefly discuss Six (6), "GLOBE" Dimensions with respect to an organization which you are currently working or has previously worked. (6 marks)

Total Marks 12

5.

a) Briefly discuss Six (6) personal traits that can contribute to leadership. (6 marks)

b) Discuss "Big Five Personality Traits model". Use examples where necessary. (6 marks)

Total Marks 12

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