**---Part I---**

**Q1. (a) Identify at least one developmental need with respect to leadership skills for the current Prime Minister of Pakistan. Point to any specific behavior that indicates the need for the particular development you specify. {Be careful, attempt to be objective rather than political in your answer}. [Marks:10]**

Ans. Prime Minister Imran Khan is, no doubt, struggling and nurturing for **naya paksitan.** Although, there should be a priority list which consists of many demanding reformations in the country Pakistan.

* Need for establishment of education institution and growth of mental capabilities of students is most important one. For this, Essential steps are as follow.
* A new set of highly educated and experienced staff members, typically faculty group should be recruited who will assess the performance from a lab attendant to a PhD professor.
* National institute of wealth (NIW) have to raise the budget for education institutions
* Need a long-term vision with high-performing education systems.
* Sustained Leadership should be practiced. Major reforms are often triggered by an economic, social, or political crisis and may be led by a single strong leader.
* Ambitious Standards may be one of the many choices, Countries that excel set ambitious, universal, and clear standards for all their students, typically at the national or state/provincial level.
* Leader should have commitment to equity, but successful education systems focus on achieving equity in a strong and deliberate way.
* Higher education institutes such as UET must have primitive knowledge for understanding student’s performance and behavior.
* Need to raise the Pakistan’s economy, not budget. Falling down rupee have to rise up and show up in some observable place in the global stock market. The steps needed to recover from economic fall are detailed below.
* Promote economic growth through innovation. There is a need to establish the ultimate job creator companies like International CES for increase in a collective economy of Pakistan.
* Strategic immigration reform must be practiced. As other countries aggressively reach out to skilled immigrants, we have made it more difficult for foreign entrepreneurs to come
* End the war on drugs for now. Many of the drug addicts that cured from the addiction are very likely to indulge in it again. So, why not we should save million or even billion rupees from this.
* Require unemployed workers to volunteer. We encourage unemployment by rewarding the unemployed. All research shows the longer the unemployment payments the longer the jobless stay jobless.

**Q1. (b) What can you as a parent, future parent or close relative do to help a child under 8 years old become a leader later in life. [Marks:06]**

Ans. Being a parent is not a difficult task. But, being a good parent is always one of the most demanding and asked question. Essential steps that should be followed to become a leader are as follow.

* **Always tell the truth.** It's how you want your child to behave.
* **Kiss and hug your spouse in front of the kids.** Your marriage is the only example your child has of what an intimate relationship looks, feels, and sounds like. So, it's your job to set a great standard.
* **Take charge.** Children crave limits, which help them understand and manage an often-confusing world. Show your love by setting boundaries so your kids can explore and discover their passions safely.
* **Remember that discipline is not punishment.** Enforcing limits is really about teaching kids how to behave in the world and helping them to become competent, caring, and in control.
* **Schedule daily special time.** Let your child choose an activity where you hang out together for 10 or 15 minutes with no interruptions. There's no better way for you to show your love.
* **Make warm memories.** Your children will probably not remember anything that you say to them, but they will recall the family rituals
* **Trust Yourself,** Hitting the drive-through when you're too tired to cook doesn't make you a bad parent.

**Q2. During the great recession, many consumers who had previously shopped at traditional supermarkets shifted to doing basic shopping at dollar stores and discount departmental stores. Furthermore, some of these shoppers remained loyal to the low-priced stores after the recession what are the strategy lessons here. [Marks:05] [Word Limit: 350 Max]**

Ans. The Great Recession refers to the economic downturn after the bursting of the U.S. housing bubble and the global financial crisis. Components of Knowledge Management play an important role here. These are related and explained as below.

* The great recession was the creator of the knowledge of potential for saving. The potential stakeholders here were traditional and generally expansive supermarkets and dollar stores.
* Knowledge of saving and economic growth for individual was transmitted from the medium of worry and pressure created by the great economic recession.
* People understood the importance of emergency cushion. This could be any number of things: a new roof for your house, out-of-pocket medical expenses, or sudden loss of income. You will need money set aside for these emergencies to avoid going into debt to pay for your necessities.
* Releasing the volatility of social security. Social Security was never intended to be the primary source of income and should be treated as a supplement to income.
* When developing a saving plan ask yourself these questions. Are there any variable expenses that you can reduce or eliminate? Is there anything you spend money on that you could eliminate and apply towards saving?

On the other hand, the people who remained loyal to the traditional stores have their own reasons such as.

* Cheap good are generally made in poor third world countries, and also China - which isn’t a third world country. Made by child labor, in atrocious conditions and with appalling pay.
* They have to maintain a Brand Identity. Changing your business to a discount model has the potential to confuse your potential customer base about your brand and what you sell.

**Q3.** **List four reasons why mergers/acquisitions historically have failed. Give few recent examples. [Marks:04] [Word Limit: 150 Max]**

Ans. It is nearly impossible to build a world class company on organic growth alone. we continue to see companies generate massive success from well executed growth strategies. Why do most acquisitions fail?

1. **Strategy**. Poor strategic logic or fit, strategy not used to determine goals of integration. Acquisitions fail when the company does not consider what an acquisition will cost the company and focus only on what an acquisition will deliver.
2. **Leadership.** Weak leadership, delays in appointing new leadership team, loss of key talent, insufficient participation in the transaction and integration processes, ego clashes, failure to deliver on pledges.
3. **Communications.** Failure to communicate with sufficient transparency, awareness, depth or frequency; failure to take key messages to appropriate stakeholders, failure to address the concerns of each group with targeted yet strategically consistent messaging, making empty promises
4. **Culture.** Fundamental incompatibilities (including buyer’s lack of self-awareness), ineffective integration, squelching positive attributes of target’s culture in name of uniformity.

**---Part II---**

**Q4. During pandemic COVID-19 many employees around the world have shifted to working online. Do you think that due to this situation the ways of communication should be modified or adjusted for employee’s convenience? Due to excessive workload, should company management develop apps for influencing subordinates? Explain your answer with reasoning. [Marks:15] [Word Limit: 250 Max]**

Ans. The COVID-19 pandemic is forcing most of us to work from home. Here I am considering the pros and cons of working remotely.

* **Pros**
  + **Increased productivity.** During the pandemic, remote working is allowing people to continue to work and companies to continue to function. Now, as in normal times, the main advantage of working from home is the flexibility it provides – for both employers and employees.
  + **Saving everyone money.** Working from home can also save everyone money. While employees spend less on commuting (along with fewer expensive takeaway lunches and coffees), and may save money on child care by being more flexible, employers can also save money.
  + **Happier employees.** Studies have shown that many employees value flexibility above higher earnings.
* **Cons**
  + **People need people.** One major downside is the lack of human interaction when working remotely some studies have shown that, over time, employees can feel socially and professionally isolated.
  + **Keeping up productivity.** Companies also need to develop ways to monitor workers without becoming too intrusive. Companies may consider investing in specialized training sessions to help workers to maintain productivity at home and develop healthy practices, such as getting some exercise each day.
  + **Work/home life balance.** One major issue for employees working remotely is the blurring of work life and home life that can occur when there is no physical separation between work time and leisure time.

**Q5. Assume during a meeting there is a conflict between a subordinate and his middle level manager. The subordinate commenting the capabilities of manager told him that he isn’t fit for the task and should leave. What approach in your opinion can be used by a leader to resolve this conflict? Explain with example. [Marks:10] [Word Limit: 250 Max]**

Ans. Leadership tactics of conflict resolution may prove a great help and reformation in this type of conflict. Six basic principles of persuasion should be practiced by the manager and the subordinate should care more about using the appropriate communication networks.

**Example.**

An example worth about quoting is the conflict between final year university student and a supervisor. The conflict is that the supervisor doubts the dedication of the student towards the final year project. Arguments of student are below.

* I am spending more time on research than development.
* I am working hard and working smart as well.
* Supervisor doesn’t know that how difficult is this to understand the new technology.
* There is a paradigm shift of how we are learning new things.

Arguments of supervisor are below.

* Student exhibits to be suffering from effort creep but he is actually suffering from hope creep.
* I may not know the new technology but I am pretty sure that there is nothing changed in the paradigm of learning new things and technology.
* Every future work should have a plan. Planning may seem time wasting but it is actually time saving and effort boosting.

**Steps for resolution**

Conflict resolution is to resolve an issue or problem between two or more people. Steps are below.

1. **Define the source of the conflict.** The more information you have about the cause of the problem, the more easily you can help to resolve it.
2. **Look beyond the incident.** Often, it is not the situation but the point of view of the situation that causes anger to fester
3. **Request solutions.** After getting each party’s viewpoint, the next step is to get them to identify how the situation could be changed.
4. **Identify solutions both disputants can support.** Point out the merits of various ideas, not only from each other’s perspective, but in terms of the benefits to the organization.
5. **Agreement.** The goal is to reach a negotiated agreement. Some mediators go as far as to write up a contract in which actions and time frames are specified.