

Course outline

How does an NPTEL online course work?

Week 0 : Zero Assignment

Week 1

- Lecture 01: Introduction to Leadership & Team Management
- Lecture 02: Leadership Myths & Facts-I
- Lecture 03: Leadership Myths & Facts-II
- Lecture 04: Interactional Framework for Analyzing Leadership
- Lecture 05: Leadership Development: The First 90 Days as a Leader
- Quiz: Week 01: Assignment 01

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Week 01: Assignment 01

The due date for submitting this assignment has passed.

Due on 2022-02-09, 23:59 IST.

Assignment submitted on 2022-01-29, 16:17 IST

1) Leadership is based on which kind of relationship?

1 point

- ☐ Managerial Relationships
- ☒ Status Quo
- ☐ Conditional Relationship
- ☐ Interpersonal Relationships

No, the answer is incorrect.
Score: 0

Accepted Answers:
Interpersonal Relationships

2) Teams focused on improving quality, efficiency and work environment are called?

1 point

- ☐ Problem-Solving Teams
- ☒ Cross-Functional Teams
- ☐ Virtual Teams
- ☐ Self-Managed Teams

No, the answer is incorrect.
Score: 0

Accepted Answers:
Problem-Solving Teams

3) State True or False.

It is necessary to be charismatic to be a leader

1 point

- ☐ True
- ☒ False

Yes, the answer is correct.
Score: 1

Accepted Answers:
False

4) Among the choices below, which is not a leadership style?

1 point

- ☐ Affiliative
- ☒ Coaching
- ☐ Visionary
- ☐ Interpersonal

No, the answer is incorrect.
Score: 0

Accepted Answers:
Interpersonal

5) What is the name of the magazine started by Richard Branson?

1 point

- ☒ Talented stars
- ☐ Forbes 40
- ☐ College stars
- ☐ Student

No, the answer is incorrect.
Score: 0

Accepted Answers:
Student

6) Good leadership skills without _____ skills to support it will result in the inability to operationalize the corporate vision?

1 point

- ☒ Management skills
- ☐ Interpersonal skills
- ☐ Conceptual skills
- ☐ Technical skills

Yes, the answer is correct.
Score: 1

Accepted Answers:
Management skills

7) Which one of the following is not among the interactional framework for analyzing leadership?

1 point

- ☐ The Situation
- ☒ The Condition
- ☐ The Followers
- ☐ The Leader

Yes, the answer is correct.
Score: 1

Accepted Answers:
The Condition

8) State True or False.

Expectations, personality traits and motivation of followers affect the leadership process.

1 point

- ☒ True
- ☐ False

Yes, the answer is correct.
Score: 1

Accepted Answers:
True

9) _____ development facilitate growth in individuals' perspective, knowledge, and skills, i.e., human capital

1 point

- ☐ Leadership development
- ☐ Leader development
- ☒ Technology Development
- ☐ Conceptual Development

No, the answer is incorrect.
Score: 0

Accepted Answers:
Leader development

10) Which of the following homework is to be done before you start as a leader?

1 point

- ☒ Establish a culture
- ☐ Socialize decision
- ☐ Get feedback
- ☐ Pre-hire data gathering

No, the answer is incorrect.
Score: 0

Accepted Answers:
Pre-hire data gathering

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Week 0 : Zero Assignment

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● Lecture 06: Leader
Development: The Action-
Observation-Reflection Model

● Lecture 07: Leader-Member
Exchange (LMX) Theory

● Lecture 08: Normative
Decision Model

● Lecture 09: Situational
Leadership Model

● Lecture 10: Contingency
Model and Path-Goal Theory

● Quiz: Week 02: Assignment
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Week 02: Assignment 02

The due date for submitting this assignment has passed.

Due on 2022-02-09, 23:59 IST.

As per our records you have not submitted this assignment.

1) What is attribution in the perception process?

1 point

- ☐ Characteristics of the person whose actions are being observed
- ☐ Characteristics of the observer who is observing the actions of others
- ☐ Explanations we make for the behaviour or actions we observe
- ☐ Stereotyping behavior of others

No, the answer is incorrect.

Score: 0

Accepted Answers:

Explanations we make for the behaviour or actions we observe

2) Which of the following is not an error that may affect the attribution process?

1 point

- ☐ Fundamental attribution error
- ☐ Self-serving bias
- ☐ Action/observer difference
- ☐ Archive based error

No, the answer is incorrect.

Score: 0

Accepted Answers:

Archive based error

3) Which of the following is not a component of Leader-Member Exchange Theory?

1 point

- ☐ Leader
- ☐ Follower
- ☐ Dyadic Relation
- ☐ Exchange System

No, the answer is incorrect.

Score: 0

Accepted Answers:

Exchange System

4) Which one of the following is not a stage in the LMX theory?

1 point

- ☐ Role-taking
- ☐ Role-giving
- ☐ Role-making
- ☐ Routinization

No, the answer is incorrect.

Score: 0

Accepted Answers:

Role-giving

5) Primarily Vroom-Yetton Model has _____ Key aspects in the form of _____ questions to guide leader to appropriate style of leadership.

1 point

- ☐ Three, Three
- ☐ Five, Five
- ☐ Seven, Seven
- ☐ Nine, Nine

No, the answer is incorrect.

Score: 0

Accepted Answers:

Seven, Seven

6) According to Vroom and Yetton, which are the two most important criteria for judging the adequacy of a decision?

1 point

- ☐ Decision Quality and Decision Flexibility
- ☐ Decision Acceptance and Decision Accountability
- ☐ Decision Quality and Decision Acceptance
- ☐ Decision Flexibility and Decision Accountability

No, the answer is incorrect.

Score: 0

Accepted Answers:

Decision Quality and Decision Acceptance

7) Which of the following is not a type of leader behavior suggested by the Hersey-Blanchard model?

1 point

- ☐ Delegating Style
- ☐ Participative Style
- ☐ Trying Style
- ☐ Selling Style

No, the answer is incorrect.

Score: 0

Accepted Answers:

Trying Style

8) Which of the following is a maturity level of followers as suggested by Hersey-Blanchard model?

1 point

- ☐ Unable and Unwanted
- ☐ Able yet Unwanted
- ☐ Unable and unwilling
- ☐ Unwanted and unwilling

No, the answer is incorrect.

Score: 0

Accepted Answers:

Unable and unwilling

9) Which of the following is not a sub-element of Situational Favorability in Fiedler's Contingency model?

1 point

- ☐ Leader-Member Relation
- ☐ Task Structure
- ☐ Task Favorability
- ☐ Position power

No, the answer is incorrect.

Score: 0

Accepted Answers:

Task Favorability

10) What does LPC stand for in the Fiedler's Contingency model?

1 point

- ☐ Least Positive co-worker
- ☐ Least Preferred co-worker
- ☐ Least Powerful co-worker
- ☐ Least Polite co-worker

No, the answer is incorrect.

Score: 0

Accepted Answers:

Least Preferred co-worker

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Lecture 11: Charismatic and Transformational Leadership

Lecture 12: Leadership for Tomorrow

Lecture 13: Leadership Attributes

Lecture 14: Personality Traits and Leadership

Lecture 15: Personality Types and Leadership

Quiz: Week 03: Assignment 03

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Week 03: Assignment 03

The due date for submitting this assignment has passed.

Due on 2022-02-16, 23:59 IST.

As per our records you have not submitted this assignment.

1) State True or False.

All transformational leaders are charismatic, but not all charismatic leaders are transformational

- ☐ True
☐ False

No, the answer is incorrect.

Score: 0

Accepted Answers:
True

1 point

2) Who gave the concept of transformational leadership?

- ☐ Max Weber
☐ James MacGregor Burns
☐ Robert J. House
☐ Bernard Bass

No, the answer is incorrect.

Score: 0

Accepted Answers:
James MacGregor Burns

1 point

3) Nowadays, there is paradigm shift from _____ to _____

- ☐ great leadership, great leader
☐ great leader, great leadership
☐ poor leader, great leader
☐ poor leadership, great leadership

No, the answer is incorrect.

Score: 0

Accepted Answers:
great leader, great leadership

1 point

4) Which of the following is not a profile quality for leadership for tomorrow?

- ☐ Internality
☐ Creativity
☐ Administration
☐ Value Orientation

No, the answer is incorrect.

Score: 0

Accepted Answers:
Administration

1 point

5) _____ are more likely to challenge the status quo or voice their displeasure when situations aren't to their liking.

- ☐ Proactive
☐ Impulsive
☐ Reactive
☐ Slack

No, the answer is incorrect.

Score: 0

Accepted Answers:
Proactive

1 point

6) Definition "Personality is that which permits a prediction of what a person will do in the given situation" was given by?

- ☐ Morten Prince
☐ R.B. Cattell
☐ Allport
☐ Daniel Goleman

No, the answer is incorrect.

Score: 0

Accepted Answers:
R.B. Cattell

1 point

7) If we say that Shyam is very organized. He rarely shows up late to meetings and is very reliable. What would be his personality type?

- ☐ Extraversion
☐ Openness
☐ Neuroticism
☐ Conscientiousness

No, the answer is incorrect.

Score: 0

Accepted Answers:
Conscientiousness

1 point

8) MBTI stands for?

- ☐ Myers-Briggs Type Indicator
☐ Myers-Briggs Typology Indicator
☐ Myers-Briggs Type Inventory
☐ Myers-Briggs Temperament Indicator

No, the answer is incorrect.

Score: 0

Accepted Answers:
Myers-Briggs Type Indicator

1 point

9) Which of the following symptoms is not expressed by type A personality people?

- ☐ Free-floating personality
☐ Time urgency
☐ A Competitive drive
☐ Relaxed and easy-going

No, the answer is incorrect.

Score: 0

Accepted Answers:
Relaxed and easy-going

1 point

10) Which of the following theory suggests that some people are born to lead?

- ☐ Great man theory
☐ Cognitive resource theory
☐ Leader member exchange theory
☐ Situational leadership theory

No, the answer is incorrect.

Score: 0

Accepted Answers:
Great man theory

1 point

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<div><div></div><div>Lecture 16: Intelligence and Leadership</div></div>
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<div><div></div><div>Lecture 18: Power and Leadership</div></div>
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<div><div></div><div>Lecture 20: Leadership and "Doing the Right Things"</div></div>
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Week 04: Assignment 04

The due date for submitting this assignment has passed.

Due on 2022-02-23, 23:59 IST.

As per our records you have not submitted this assignment.

1) Sternberg broke the theory of intelligence down into _____ sub-theories.

1 point

☐ Five

☐ Four

☐ Six

☐ Three

No, the answer is incorrect.
Score: 0
Accepted Answers:
Three

2) Which components is Contextual sub theory comprised of ?

1 point

☐ Meta components, Performance Components, Knowledge components

☐ Adaptation, Shaping, Selection

☐ Adaptation, Performance, Knowledge

☐ Meta components, Shaping, Selection

No, the answer is incorrect.
Score: 0
Accepted Answers:
Adaptation, Shaping, Selection

3) Which of the following model of emotional intelligence focuses on how emotions affect the way leaders think, decide, plan and act?

1 point

☐ Ability model

☐ Emotional compliances model

☐ Mixed model

☐ Social intelligence model

No, the answer is incorrect.
Score: 0
Accepted Answers:
Ability model

4) Which of the following thinking concentrates on generating a large number of alternative ideas including original, unexpected, and unusual ideas?

1 point

☐ Convergent thinking

☐ Conventional thinking

☐ Divergent thinking

☐ Standardized thinking

No, the answer is incorrect.
Score: 0
Accepted Answers:
Divergent thinking

5) State True or False
Power can be exercised solely based on formal or official authority

1 point

☐ True

☐ False

No, the answer is incorrect.
Score: 0
Accepted Answers:
True

6) Which one is not among the key components in the creation of dependence?

1 point

☐ Importance

☐ Scarcity

☐ Non-substitutability

☐ Substitutability

No, the answer is incorrect.
Score: 0
Accepted Answers:
Substitutability

7) Which of the following is not among hard Influence tactics?

0 points

☐ Request

☐ Legitimizing

☐ Coalition

☐ Inspirational appeal

No, the answer is incorrect.
Score: 0
Accepted Answers:
Inspirational appeal

8) The level of enthusiasm an employee has towards his/her tasks assigned at a workplace called?

1 point

☐ Commitment

☐ Compliance

☐ Engagement

☐ Coalition

No, the answer is incorrect.
Score: 0
Accepted Answers:
Commitment

9) The assumption that employees like work, are creative, seek responsibility, and can exercise self-direction?

0 points

☐ Theory X

☐ Need based theory

☐ Theory Z

☐ Theory Y

No, the answer is incorrect.
Score: 0
Accepted Answers:
Theory X

10) State True or False
Asking for feedback can help improve inclusive leadership at work.

1 point

☐ True

☐ False

No, the answer is incorrect.
Score: 0
Accepted Answers:
True

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Lecture 21: Character Based Approach to Leadership

Lecture 22: Role of Ethics and Values in Organisational Leadership

Lecture 23: Leadership Behavior

Lecture 24: Leadership Pipeline

Lecture 25: Assessing Leadership Behaviors: Multi-rater feedback instruments

Quiz: Week 05: Assignment 05

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Week 05: Assignment 05

The due date for submitting this assignment has passed.

Due on 2022-03-02, 23:59 IST.

As per our records you have not submitted this assignment.

1) A style of leadership that focuses on transparent and ethical leader behavior and encourages open sharing of information needed to make decisions while accepting followers' inputs called? 1 point

- ☐ socio-charismatic leaders
- ☐ principle-centered leaders
- ☐ authentic leaders
- ☐ servant leader

No, the answer is incorrect. Score: 0

Accepted Answers: authentic leaders

2) Leadership that conveys other-centered (not self-centered) values by leaders who model ethical conduct is called socialized charismatic leadership? 1 point

- ☐ True
- ☐ False

No, the answer is incorrect. Score: 0

Accepted Answers: True

3) The basic and fundamental beliefs that guide or motivate attitudes or actions are called? 1 point

- ☐ Core self
- ☐ Culture
- ☐ Values
- ☐ Beliefs

No, the answer is incorrect. Score: 0

Accepted Answers: Values

4) Which of the following is not among three principles for resolving ethical dilemmas? 1 point

- ☐ Rule-based thinking
- ☐ Ends-based thinking
- ☐ Care-based thinking
- ☐ Critical-based thinking

No, the answer is incorrect. Score: 0

Accepted Answers: Critical-based thinking

5) In which of the following style, manager shows less concern for both production and people? 1 point

- ☐ Country Club management style
- ☐ Impoverished management
- ☐ Middle of the road
- ☐ Authority-Compliance management style

No, the answer is incorrect. Score: 0

Accepted Answers: Impoverished management

6) _____ is a systematic, visible system of identifying employees for succession, combined with the processes for their development 1 point

- ☐ Leadership pipeline
- ☐ Competency model
- ☐ Leadership/Grid Management
- ☐ Potential Matrix

No, the answer is incorrect. Score: 0

Accepted Answers: Leadership pipeline

7) A Business manager values the success of his own business; a Group manager values the success of other people's business. 1 point

- ☐ True
- ☐ False

No, the answer is incorrect. Score: 0

Accepted Answers: True

8) Which of the following processes refers to identify and describe an individual's unique characteristics as they pertain to leading, managing and directing others? 1 point

- ☐ Leadership assessment
- ☐ Performance assessment
- ☐ Potential assessment
- ☐ Psychological assessment

No, the answer is incorrect. Score: 0

Accepted Answers: Leadership assessment

9) Who developed a two-dimensional leadership theory called "The leadership grid"? 1 point

- ☐ Fielder
- ☐ McGregor
- ☐ Likert
- ☐ Blake and Mouton

No, the answer is incorrect. Score: 0

Accepted Answers: Blake and Mouton

10) The Ohio State leadership studies revealed _____ and initiating structure as two major dimensions of leadership behaviour. 1 point

- ☐ Communication
- ☐ Coordination
- ☐ Control
- ☐ Consideration

No, the answer is incorrect. Score: 0

Accepted Answers: Consideration

You were allowed to submit this assignment only once.

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Lecture 26: The Dark Side of Leadership - Destructive Leadership

Lecture 27: Managerial Incompetence and Derailment

Lecture 28: Negotiation and Leadership

Lecture 29: Leadership in Crisis Situation

Lecture 30: The Situation and The Environment

Quiz: Week 06: Assignment 06

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Week 06: Assignment 06

The due date for submitting this assignment has passed.

Due on 2022-03-09, 23:59 IST.

As per our records you have not submitted this assignment.

1) Which of the following is not an element of “the toxic triangle”?

1 point

- ☐ Destructive Leaders
- ☐ Susceptible Followers
- ☐ Dismissive Conditions
- ☐ Conducive Environment

No, the answer is incorrect.

Score: 0

Accepted Answers:

Dismissive Conditions

2) Charisma, Need for Power, Narcissism, Negative life themes, and ideology of hate are characters of a _____ leader.

1 point

- ☐ Bad
- ☐ Transformative
- ☐ Destructive
- ☐ Demolishing

No, the answer is incorrect.

Score: 0

Accepted Answers:

Destructive

3) Which of the following type of managers is good at building teams and getting results from others?

1 point

- ☐ Competent manager
- ☐ Taskmaster
- ☐ Figurehead
- ☐ Cheerleader

No, the answer is incorrect.

Score: 0

Accepted Answers:

Competent manager

4) _____ refer to the failure of individuals who hold executive-level positions within a company.

1 point

- ☐ Managerial destruction
- ☐ Managerial failure
- ☐ Managerial incompetence
- ☐ Managerial Derailment

No, the answer is incorrect.

Score: 0

Accepted Answers:

Managerial Derailment

5) Which negotiation style suggests I win, you win?

1 point

- ☐ Compete
- ☐ Collaborate
- ☐ Avoid
- ☐ Accommodate

No, the answer is incorrect.

Score: 0

Accepted Answers:

Collaborate

6) _____ is the process in which two or more parties have something in the other wants and attempt to agree.

1 point

- ☐ Competition
- ☐ Negotiation
- ☐ Communication
- ☐ Settlement

No, the answer is incorrect.

Score: 0

Accepted Answers:

Negotiation

7) _____ is a low-probability but high-impact event that threatens the viability of an organization.

1 point

- ☐ Crisis
- ☐ Accidents
- ☐ Alarms
- ☐ Calamity

No, the answer is incorrect.

Score: 0

Accepted Answers:

Crisis

8) Which of the following is not among the essential five competencies of crisis leaders?

1 point

- ☐ Communicate
- ☐ Manage People
- ☐ Craft vision
- ☐ Delegate tasks

No, the answer is incorrect.

Score: 0

Accepted Answers:

Delegate tasks

9) As per the Book titled “The Polish Peasant in Europe and America” by William & Florian _____ is referred to as the shared beliefs, cultural practice, and norms that become common sense to native members of society.

1 point

- ☐ Social Meaning
- ☐ Social Norms
- ☐ Social Culture
- ☐ Social Circle

No, the answer is incorrect.

Score: 0

Accepted Answers:

Social Meaning

10) According to Schein (2007), _____ has been defined as a system of shared backgrounds, norms, values, or beliefs among the members of a _____ group.

1 point

- ☐ Organizational Climate
- ☐ Organizational Culture
- ☐ Organizational Situation
- ☐ Organizational Class

No, the answer is incorrect.

Score: 0

Accepted Answers:

Organizational Culture

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● Lecture 31: Culture and Leadership
● Lecture 32: Global Leadership
● Lecture 33: Motivation and Leadership
● Lecture 34: Introduction to Groups and Teams
● Lecture 35: Characteristics of Leader, Follower and Situation
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Week 07: Assignment 07

The due date for submitting this assignment has passed.

Due on 2022-03-16, 23:59 IST.

As per our records you have not submitted this assignment.

- 1 point**

No, the answer is incorrect.
Score: 0

Accepted Answers:
Languages

- 1 point

- ☐ Dependent leadership culture
- ☐ Independent leadership culture
- ☐ Interdependent leadership culture
- ☐ Formal leadership culture

No, the answer is incorrect.
Score: 0

Accepted Answers:
Independent leadership culture

- 1 point

No, the answer is incorrect.
Score: 0

Accepted Answers:
Hierarchy

- 1 point**

No, the answer is incorrect.
Score: 0

Accepted Answers:
Emphasize visionary leadership that is capable of seeing pattern in the face chaos

- 1 point**

No, the answer is incorrect.
Score: 0

Accepted Answers:
Self-actualization need

- 1 point**

No, the answer is incorrect.
Score: 0

Accepted Answers:
Need for affiliation

- 1 point

No, the answer is incorrect.
Score: 0

Accepted Answers:
group

- 1 point**

No, the answer is incorrect.
Score: 0

Accepted Answers:
team

- 1 point

No, the answer is incorrect.
Score: 0

Accepted Answers:
sheep

- 1 po**

No, the answer is incorrect
Score: 0

Accepted Answers:
Situation awareness

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Lecture 36: Group Dynamics

Lecture 37: Team Formation

Lecture 38: Delegation and Empowerment

Lecture 39: Leading Teams: Enhancing Teamwork within a Group

Lecture 40: The Leader's Role in Team-Based Organizations

Quiz: Week 08: Assignment 08

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Week 08: Assignment 08

The due date for submitting this assignment has passed.

Due on 2022-03-23, 23:59 IST.

As per our records you have not submitted this assignment.

- 1) In which stage of group formation, do members accept the existence of the group but resist the constraints it imposes on individuality?
- ☐ forming
- ☐ storming
- ☐ norming
- ☐ performing

No, the answer is incorrect.
Score: 0

Accepted Answers:
storming

1 point

- 2) Individuals affiliate with one another because of spatial or geographical proximity is the rationale of?

- ☐ Propinquity Theory
- ☐ Balance Theory
- ☐ Exchange Theory
- ☐ D-Homans Theory

No, the answer is incorrect.
Score: 0

Accepted Answers:
Propinquity Theory

1 point

- 3) State True or False.

The sum of the efforts undertaken by each team member for the achievement of the team's objective is called teamwork.

- ☐ True
- ☐ False

No, the answer is incorrect.
Score: 0

Accepted Answers:
True

1 point

- 4) Which of the following is not among the three critical functions for team leadership?

- ☐ dream
- ☐ design
- ☐ decentralization
- ☐ development

No, the answer is incorrect.
Score: 0

Accepted Answers:
decentralization

1 point

- 5) Which of the following is essential to ask while deciding When to delegate?

- ☐ Is there sufficient time to do an effective job of delegating?
- ☐ Should I participate in the group?
- ☐ Should I delegate entirely or partially?
- ☐ Do the focus is to be made on accountability of the results?

No, the answer is incorrect.
Score: 0

Accepted Answers:
Is there sufficient time to do an effective job of delegating?

1 point

- 6) Which dimension of Empowerment is related to a sense of personal choice?

- ☐ Self-Efficacy
- ☐ Self-Determination
- ☐ Personal Consequences
- ☐ Trust

No, the answer is incorrect.
Score: 0

Accepted Answers:
Self-Determination

1 point

- 7) What is the abbreviation for TEAM?

- ☐ Together everyone acts more
- ☐ Together everyone acquires more
- ☐ Together everyone achieves more
- ☐ Together everyone aims more

No, the answer is incorrect.
Score: 0

Accepted Answers:
Together everyone achieves more

1 point

- 8) Which among the following is not a common problem in teamwork?

- ☐ Lack of participation
- ☐ Procrastination and lack of confidence
- ☐ Under Resource estimation
- ☐ Creative leadership

No, the answer is incorrect.
Score: 0

Accepted Answers:
Creative leadership

1 point

- 9) Which of the following is not the type of team suggested by Cohen & Bailey, 1997?

- ☐ Work Teams
- ☐ Parallel Teams
- ☐ Project Teams
- ☐ Matrix Teams

No, the answer is incorrect.
Score: 0

Accepted Answers:
Matrix Teams

1 point

- 10) Which culture, as suggested by Robert Quinn, is best suited for team-based organizations?

- ☐ Adhocracy
- ☐ Clan
- ☐ Hierarchy
- ☐ Market

No, the answer is incorrect.
Score: 0

Accepted Answers:
Clan

1 point

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Week 09: Assignment 09

The due date for submitting this assignment has passed.

Due on 2022-03-30, 23:59 IST.

As per our records you have not submitted this assignment.

1) Which of the following is not a major component of the Hill model of Team Leadership?

1 point

- ☐ Leadership Decisions
- ☐ Leader Actions
- ☐ Follower Actions
- ☐ Team Effectiveness

No, the answer is incorrect.
Score: 0

Accepted Answers:
Follower Actions

2) What refers to team relation that determines the assignment of tasks, responsibilities, and authority?

1 point

- ☐ Team Norms
- ☐ Team Cohesiveness
- ☐ Team Structure
- ☐ Team Composition

No, the answer is incorrect.
Score: 0

Accepted Answers:
Team Structure

3) In which training method does the trainer communicate with spoken words which they want trainees to learn?

1 point

- ☐ Lecturing
- ☐ Role Plays
- ☐ Audio Visual Techniques
- ☐ Case Studies

No, the answer is incorrect.
Score: 0

Accepted Answers:
Lecturing

4) Which off-the-job training method can provide accurate information about objects, processes & systems in actual work settings?

1 point

- ☐ Simulations
- ☐ Role-Playing
- ☐ Business Games
- ☐ Field trips

No, the answer is incorrect.
Score: 0

Accepted Answers:
Field trips

5) _____ refers to the choosing alternatives that offer immediate rewards and that to avoid immediate costs.

1 point

- ☐ Heuristics
- ☐ Anchoring effect
- ☐ Immediate Gratification bias
- ☐ Hindsight bias

No, the answer is incorrect.
Score: 0

Accepted Answers:
Immediate Gratification bias

6) _____ type of trust occurs when an individual has enough information and understanding about another person to predict that person's behavior.

1 point

- ☐ Deterrence based trust
- ☐ Calculus based trust
- ☐ Knowledge based trust
- ☐ Identification based trust

No, the answer is incorrect.
Score: 0

Accepted Answers:
Knowledge based trust

7) Which of these is not an advantage of virtual teaming?

1 point

- ☐ Greater degree of freedom to individuals involved with the development project
- ☐ Reducing relocation time and costs
- ☐ Respond quickly to changing business environments
- ☐ Conflict can be resolved easily using face-to-face interaction

No, the answer is incorrect.
Score: 0

Accepted Answers:
Conflict can be resolved easily using face-to-face interaction

8) Which of the following decision-making model to be used, when there is time pressure and analysis paralysis would be costly?

1 point

- ☐ Rational
- ☐ Bounded rationality
- ☐ Intuitive
- ☐ Creative

No, the answer is incorrect.
Score: 0

Accepted Answers:
Intuitive

9) _____ is a term that reflects the different types of activities and interactions that occur within teams and contribute to ultimate end goals.

1 point

- ☐ Team processes
- ☐ Transition processes
- ☐ Interpersonal processes
- ☐ Action processes

No, the answer is incorrect.
Score: 0

Accepted Answers:
Team processes

10) _____ fosters the development and appropriate use of team members' knowledge and skills.

1 point

- ☐ Motivational coaching
- ☐ Educational coaching
- ☐ Consultative coaching
- ☐ Technics coaching

No, the answer is incorrect.
Score: 0

Accepted Answers:
Educational coaching



Course outline
How does an NPTEL online course work?
Week 0 : Zero Assignment
Week 1
Week 2
Week 3
Week 4
Week 5
Week 6
Week 7
Week 8
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Week 10
<ul style="list-style-type: none">Lecture 46: Managing Multicultural TeamsLecture 47: Building Great TeamsLecture 48: Experiential LearningLecture 49: Action LearningLecture 50: Development Planning: GAPS Analysis
Quiz: Week 10 : Assignment 10
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Week 10 : Assignment 10

The due date for submitting this assignment has passed.

Due on 2022-04-06, 23:59 IST.

As per our records you have not submitted this assignment.

1) _____ groups represent three or more ethnic backgrounds.

1 point

- ☐ Problem-solving
- ☐ Informal
- ☐ Multi-cultural
- ☐ Project group

No, the answer is incorrect.

Score: 0

Accepted Answers:

Multi-cultural

2) Multicultural organization development is a process of change that supports an organization moving from a _____ to _____ organization.

1 point

- ☐ Exclusive to club
- ☐ Compliance to affirming
- ☐ Affirming to exclusive
- ☐ Exclusive to inclusive

No, the answer is incorrect.

Score: 0

Accepted Answers:

Exclusive to inclusive

3) The process that enables a group to work effectively and collaboratively toward common goals is refers to.

1 point

- ☐ Team building
- ☐ Interests
- ☐ Leadership
- ☐ Skills

No, the answer is incorrect.

Score: 0

Accepted Answers:

Team building

4) Which of the following is not a characteristic of a successful team in an organization?

1 point

- ☐ Appropriate leadership
- ☐ Balanced participation
- ☐ Mutual enmity
- ☐ Cohesiveness

No, the answer is incorrect.

Score: 0

Accepted Answers:

Mutual enmity

5) At which stage of Kolb's Learning Cycle does the learner ask questions and discuss the experience with others?

1 point

- ☐ Concrete Experience
- ☐ Reflective Observation
- ☐ Abstract Conceptualization
- ☐ Active Experimentation

No, the answer is incorrect.

Score: 0

Accepted Answers:

Reflective Observation

6) Going to the zoo to learn about animals through observation, instead of reading about them is an example of?

1 point

- ☐ Reflective learning
- ☐ Active learning
- ☐ Learning by walking around
- ☐ Experiential learning

No, the answer is incorrect.

Score: 0

Accepted Answers:

Experiential learning

7) Which of the following are not benefits of Action learning at the organizational level?

1 point

- ☐ Enhance business performance at all levels
- ☐ Set the strategic direction of the company as it approaches collective solutions to many challenges
- ☐ Develop a culture of staff engagement, involvement, and performance, at all levels
- ☐ Self-expression as the practice the idea of speaking freely

No, the answer is incorrect.

Score: 0

Accepted Answers:

Self-expression as the practice the idea of speaking freely

8) How many steps the cycle of learning and continuous improvement has?

1 point

- ☐ 8 steps
- ☐ 7 steps
- ☐ 9 steps
- ☐ 12 steps

No, the answer is incorrect.

Score: 0

Accepted Answers:

8 steps

9) GAPS is Coined by _____ "Leader and Coach" in 1996?

1 point

- ☐ Hackman and Oldham
- ☐ Johnson and Holland
- ☐ Peterson and Hicks
- ☐ Mathew and Lloyd

No, the answer is incorrect.

Score: 0

Accepted Answers:

Peterson and Hicks

10) Which of the following is not among the Five steps of coaching?

1 point

- ☐ Forging a Partnership
- ☐ Inspiring Commitment: Conducting a GAPS Analysis
- ☐ Growing Skills: Creating Development and Coaching Plans
- ☐ Promoting Resistance

No, the answer is incorrect.

Score: 0

Accepted Answers:

Promoting Resistance