

Course outline

How does an NPTEL online course work?

Week 0 : Zero Assignment

☐ Practice: Week 0: Assignment 0

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Week 0: Assignment 0

Assignment not submitted

1) State True or False:

Having a Team-based Organization has **NO** adverse outcomes.

- ☐ True
☐ False

1 point

2) What is the full form of the AOR Model?

- ☐ Action-Orientation-Reflection Model
☐ Actualization-Orientation-Reasoning Model
☐ Action-Observation-Reflection Model
☐ Actualization-Objectivity-Reasoning Model

1 point

3) Leadership is best defined as _____.

- ☐ the ability to merely project one's abilities in the lack of actual accomplishments.
☐ the ability to reduce the dependence of team members on each other
☐ the ability to induce the team members to focus on individual goals rather than collective goals.
☐ the ability to influence a group toward the achievement of a vision or set of goals.

1 point

4) Who is a visionary leader?

- ☐ One who has a medium-term perspective
☐ One who has a short-term perspective
☐ One who has a long-term perspective
☐ One who take initiatives for need satisfaction

1 point

5) What is the ability to influence a group toward the achievement of goals?

- ☐ Motivation
☐ Team building
☐ Leadership
☐ Power

1 point

Check Answers and Submit

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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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● 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
02

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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>Lecture 16: Intelligence and Leadership</div>
<div><div></div>Lecture 17: Emotional Intelligence and Leadership</div>
<div><div></div>Lecture 18: Power and Leadership</div>
<div><div></div>Lecture 19: The Art of Influence in Leadership</div>
<div><div></div>Lecture 20: Leadership and "Doing the Right Things"</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.

Five

Four

Six

Three

No, the answer is incorrect.
Score: 0

Accepted Answers:
Three

2) Which components is Contextual sub theory comprised of ?

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?

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?

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

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?

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?

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?

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?

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.

True

False

No, the answer is incorrect.
Score: 0

Accepted Answers:
True

1 point

1 point

1 point

1 point

1 point

1 point

1 point

0 points

1 point



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How does an NPTEL online course work?

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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 32: Global Leadership
Lecture 33: Motivation and Leadership
Lecture 34: Introduction to Groups and Teams
Lecture 35: Characteristics of Leader, Follower and Situation
Quiz: Week 07: Assignment 07
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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) _____ concerns the jargon, or idiosyncratic terms, of an organization and can serve several different purposes relevant to the culture. 1 point

☐

Rituals

☐

Languages

☐

Symbol

☐

Stories

No, the answer is incorrect.
Score: 0

Accepted Answers:
Languages

2) Which of the following culture emphasize individual responsibility; decentralized decision making; and the promotion of experts, professionals, and individual contributors into a position of authority? 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

3) Organization that emphasizes stability and control, and also focus their attention inward have a _____. 1 point

☐

Clan

☐

Hierarchy

☐

Adhocracy

☐

Market

No, the answer is incorrect.
Score: 0

Accepted Answers:
Hierarchy

4) According to Globe study, societies higher on future orientation tend to _____. 1 point

☐

Have lower rates of economic success

☐

Focusses on leadership that focusses on repetition of routine sequence

☐

Have maladaptive manager

☐

Emphasize visionary leadership that is capable of seeing pattern in the face chaos.

No, the answer is incorrect.
Score: 0

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

5) When an individual realizes his potential and uses it for personal growth and peak experiences, he is experiencing which need? 1 point

☐

Physiological need

☐

Social need

☐

Esteem need

☐

Self-actualization need

No, the answer is incorrect.
Score: 0

Accepted Answers:
Self-actualization need

6) The desire for friendly and close interpersonal relationships according to McClelland's theory of needs is _____. 1 point

☐

Need for achievement

☐

Need for affiliation

☐

Need for power

☐

Need for position

No, the answer is incorrect.
Score: 0

Accepted Answers:
Need for affiliation

7) Two or more individuals, interacting and interdependent, who have come together to achieve particular objectives called? 1 point

☐

tactics

☐

team

☐

group

☐

collectivism

No, the answer is incorrect.
Score: 0

Accepted Answers:
group

8) A group that generates performance greater than the sum of the performance of its individual members is called? 1 point

☐

task

☐

group

☐

team

☐

collectivism

No, the answer is incorrect.
Score: 0

Accepted Answers:
team

9) Followers who don't think critically and don't have a strong sense of responsibility are called? 1 point

☐

survivor

☐

sheep

☐

yes people

☐

alienated followers

No, the answer is incorrect.
Score: 0

Accepted Answers:
sheep

10) _____ is the perception of elements in the environment, the comprehension of their meaning and the projection of their status in the near future? 1 point

☐

Environmental awareness

☐

Situation alienates

☐

Situation awareness

☐

Leadership awareness

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

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
Week 9
<div><div></div>Lecture 41: Leader Actions That Foster Team Effectiveness</div>
<div><div></div>Lecture 42: Offsite Training and Team Development</div>
<div><div></div>Lecture 43: Understanding Team Processes and Team Coaching</div>
<div><div></div>Lecture 44: Team Decision Making and Conflict Management</div>
<div><div></div>Lecture 45: Virtual teams</div>
<div><div></div>Quiz: Week 09: Assignment 09</div>
Week 10
Week 11
Week12
Download Videos
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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
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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
Week 11
Week12
Download Videos
Weekly Feedback Form

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