

# Week 1: Assignment 1

Assignment not submitted

Due date: 2023-02-08, 23:59 IST.

- 1) Leadership involves both the rational and \_\_\_\_\_ sides of human experience 1 point

- Financial
- Material
- Emotional
- Consequence

- 2) \_\_\_\_\_ teams use computer technology to unite physically dispersed members and achieve a common goal. 1 point

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

- 3) State True and False Leadership is the ability to influence a group toward the achievement of a vision or set of goals 1 point

- True
- False

- 4) How many emotional leadership styles were given by Daniel Goleman? 1 point

- Five
- Four
- Three
- Six

- 5) Which of the following are considered to be shy and withdrawn? 1 point

- Introverts
- Extroverts
- Outgoing
- Sociable





- Three
- Six

5) Which of the following are considered to be shy and withdrawn?

- Introverts
- Extroverts
- Outgoing
- Sociable

6) Which of the following is the myth of leadership? 1 point

- Leadership is the process of becoming a leader.
- Leadership is shared.
- Highly competitive market leaders are needed at various levels.
- Leadership is about only results, not people.

7) Leadership is the result of complex interactions among the leader, the followers, and \_\_\_\_\_? 1 point

- Consequence
- Mission
- Vision
- The situation

8) State True and False Leaders discourage growth and development in their followers beyond the scope of the job 1 point

- True
- False

9) Which of the following refers to developing such as the degree of trust among all the members of a team or department, or on enhancing the reward systems in an organization to better encourage collaborative behavior? 1 point

- Leadership Development
- Leader Development
- Competency Mapping
- Technology Development

10) Möbius strip wherein the two concepts merge, just as \_\_\_\_\_ and \_\_\_\_\_ can become indistinguishable in Organizations

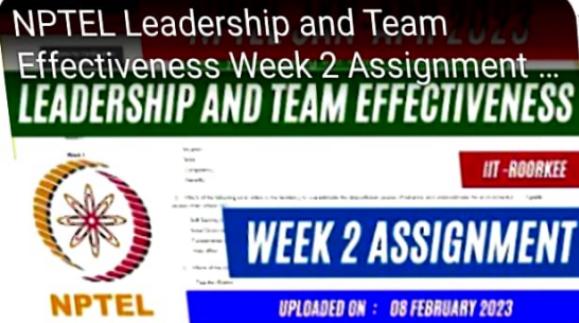
1 point



6) Which of the following is the myth of leadership?

1 point

- Leadership is the process of becoming a leader
- Transformation is shared.



7) False Leaders discourage growth and development in their followers beyond the scope of the job

1 point

- True
- False

9) Which of the following refers to developing such as the degree of trust among all the members of a team or department, or on enhancing the reward systems in an organization to better encourage collaborative behavior?

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1 point

- Leadership and Followership
- Leaders and partiality
- Task and politics
- Mission and Biasness

You may submit any number of times before the due date. The final submission will be considered for grading.

Submit Answers



# Week 2 : Assignment 2

Assignment not submitted

Due date: 2023-02-08, 23:59 IST.

1) According to (McCall, 2010) 70 percent of the variance in a person's effectiveness in a leadership role is due to the results of his/her experience **1 point** only 30 percent is due to?

- Situation
- Skills
- Competency
- Heredity

2) Which of the following error refers to the tendency to overestimate the dispositional causes of behavior and underestimate the environmental **1 point** causes when others fail?

- Self-Serving bias
- Actor/Observer difference
- Fundamental attribution error
- Halo effect

3) Which of the following cares about developing others and works beside them as a role model **1 point**

- Teacher-Mentor
- Warrior-Knight
- Revolutionary-Crusader
- Visionary-Alchemist

4) What is the full form of LMX?

- Leaders Members Exchange Theory



SUBSCRIBE



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1 point

- Teacher-Mentor
- Warrior-Knight
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- Visionary-Alchemist

4) What is the full form of LMX?

1 point

- Leaders Members Exchange Theory
- Leading multiple organization
- Leading Single Executive
- Leaders' members' excellence

5) State true and false The leadership-making process prescribes that the leader should not work to develop special relationships with all followers. 1 point

- True
- False

6) The Normative Decision Model is also called?

1 point

- McClelland's theory of needs
- Vroom-Yetton contingency model
- Theory X and Y
- Maslow's hierarchy of needs

7) Which of the following is the second phase in cycle of leadership-making phases?

1 point

- Stranger
- Unknown
- Acquaintance
- Maturity

8) State true and False Decision Acceptance implies that followers accept the decision as if it was their own and do not make decision

- True
- False



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- Unknown
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8) State true and False Decision Acceptance implies that followers accept the decision as if it was their own and do not merely comply with the decision 1 point

- True
- False

9) Which of the following stages were prescribed in Leaders Members Exchange Theory as the process of the relationship developed over time? 1 point

- Role-observing, norms, and Authority
- Role-Taking, Power, and Authority
- Role-taking, Role-making, and Routinization
- Role-taking, routinization, and power

10) Which of the following leadership behaviors include having courteous and friendly interactions, expressing genuine concern for the followers' well-being and individual needs, and remaining open and approachable to followers? 1 point

- Directive Behavior
- Supportive Behavior
- Achievement-oriented Behavior
- Authoritative Behavior

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[Submit Answers](#)



# Week 3: Assignment 3

Assignment not submitted

Due date: 2024-02-14, 23:59 IST.

- 1) \_\_\_\_\_ occurred when leaders and followers were in some type of exchange relationship to get needs met. 1 point

- Transformational Leadership
- Transactional Leadership
- Ethical Leadership
- Autocratic Leadership

- 2) Which of the following concern with one's own thoughts and feelings? 1 point

- Internality
- Networking
- Synergy
- Recruitment

- 3) \_\_\_\_\_ is an effective way of empowerment. 1 point

- Delegation
- Decision
- Determination
- Dedication



- 4) What does Maverick mindset mean? 1 point

- Looking at situation from one perspective

- Transactional Leadership
- Ethical Leadership
- Autocratic Leadership

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- Determination
- Dedication

4) What does Maverick mindset mean?

1 point

- Looking at situation from one perspective
- Narrow vision
- Tunnel Vision
- Looking at situations from different perspective

5) State true and False Proactive personality identify opportunities, show initiative, take action, and persevere until meaningful change occurs, compared to others who passively react to situations.

1 point

- True
- False



6) Which of the following correctly represents the OCEAN acronym in the context of personality?

1 point

- Operational Characteristics Evaluation and Analysis Network
- Oceanic Circulation and Environmental Assessment Nexus
- Openness, Conscientiousness, Extraversion, Agreeableness, Neuroticism
- Organic Chemistry Elements and Atomic Numbers



- Narrow vision
- Tunnel Vision
- Looking at situations from different perspective



## Introduction to

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7) The Great Man theory emphasis on which of the following assumption? **1 point**

- It considers external environments or situations that often influence human behavior and attitudes.
- Every great leader is born with traits that prepare them to rise and lead.
- It considers the contributions of others who drove a leader to success.
- It's based on facts and evidence.



8) Which of the following personality type enjoys working with numbers, records, or machines in a set, orderly way? **1 point**

- Realistic
- Conventional
- Social
- Enterprising

9) Which of the following system describe authority because of their exemplary characteristics? **1 point**

- Legal-rational authority system
- Traditional authority system
- Charismatic authority system
- Power-achievement authority system



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- True
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**Submit Answers**



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## Week 4: Assignment 4

### Course outline

Assignment not submitted

Due date: 2023-02-22, 23:59 IST.

How does an NPTEL  
online course work?

Week 0

Week 1

Week 2

Week 3



Emotional Intelligence  
and leadership

- 1) Which of the following is relatively difficult to change? 1 point

- Skills
- Knowledge
- Experience
- Intelligence

- 2) Which of the following occurs when one changes their environment to better suit one's needs? 1 point

- Shaping
- Selection
- Incompatibility
- Assessment

- 3) Daniel Goleman is associated with?

- Emotional Intelligence and leadership
- Motivation Theory

 **SUBSCRIBE** 

False

5) \_\_\_\_\_ is the power of knowledge.

1 point

- Legitimate Power
- Coercive Power
- Expert Power
- Referent Power

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

1 point

- Convergent Thinking
- Divergent Thinking
- Creativity Killers
- Fragmented Thinking

7) State True and False Soft tactics are simple and straightforward.

1 point

- True
- False



8) Which of the following tactic occur when an agent uses logical arguments or factual evidence to influence others?

1 point

- Rational persuasion
- Exchange
- Personal Appeals
- Consultation

9) \_\_\_\_\_ managers have an optimistic, positive opinion of their people, and they use a decentralized, participative management style



3) Daniel Goleman is associated with?

1 point

- Motivation Theory
- Theory of Intelligence
- Emotional Intelligence
- Technology Intelligence

4) State True and False Deficiency in EQ can mean a lack of success and emotional problems

1 point

- True
- False

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 SUBSCRIBE



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**1 point**

- Theory X
- Biased Leaders
- Cruel Leaders
- Theory Y

10) Team environment that enables shared leadership should consist of which of the following three "highly interrelated and mutually **1 point** reinforcing" dimensions?

- Social support, Biasness, Control
- Shared Vision, Power, Partiality
- Short-term goal, Power, Control
- Shared purpose, social support, Voice

You may submit any number of times before the due date. The final submission will be considered for grading.

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1) Which of the following is not the component of the authentic leadership?

1 point

- Balanced processing
- Internalized moral perspective
- Irrational transparency
- Self-awareness

2) Which of the following is not the myth about servant leadership?

1 point

- Servant leadership means giving up power to employees
- A servant leader is abdicating responsibility for success.
- Servant leaders don't care about customers or shareholders.
- Servant leaders empower their people, coach, and train them

3) Leaders rated highly \_\_\_\_\_ tend to have followers who engage in more organizational citizenship behaviors and who are more willing to bring problems to the leaders' attention.

1 point

- Impractical
- Unconscious
- Ethical
- Transactional

4) Which of the following thinking is often characterized as "do what's best for the greatest number of people"?

1 point

- Ends-based thinking
- Care-based thinking
- Conditional thinking
- Rule-based thinking

5) State true OR false Personality traits, values, and intelligence can not be directly observed, but they may contribute to effective leadership behaviors.

1 point

- True
- False

6) Which of the leadership style emphasize on responsibility also lies at the upper echelons of the organization and however, instead of inducing performance through the threat of punishment, and therefore fear, employees are instead motivated through a reward system?

1 point



How does an NPTEL  
online course work?

Week 0

Week 1

Week 2

Week 3

Week 4

Week 5

Character Based Approach to  
Leadership

Role of Ethics and Values in  
Organisational Leadership

Leadership Behavior

Leadership Pipeline

Assessing Leadership  
Behaviors: Multi-rater  
feedback instruments

Quiz: Week 5: Assignment 5

Week 6

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Weekly Feedback

Transcripts

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- Benevolent authoritative
- Exploitative authoritative
- Consultative
- Autocratic

7) Which of the following style leader gives emphasis on both production and relationship with the people? 1 point



1 point

Programming Data St



**Week 2**

**Week 3**

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**Week 4**

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**Week 5**

Character Based Approach to Leadership

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Leadership Pipeline

Assessing Leadership Behaviors: Multi-rater feedback instruments

**Quiz: Week 5: Assignment 5**

**Week 6**

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- False

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**Weekly Feedback**

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- Team (9-9) Management Style
- Impoverished Management (Indifferent) (1.1)
- Middle of the Road (5-5) Management Style
- Authority-compliance (9-1) Management Style

8) Which of the following is not the component of Interpersonal skills? **1 point**



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- An ability to be self-centered and often want things to be done in own way only.

9) Assessing your leadership skills is about understanding your \_\_\_\_\_.

1 point





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## Introduction to

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1 point

- Assets and liabilities  
 Strengths and Weaknesses  
 Friends and enemy  
 Stocks and Wealth

10) Which of the following factor of leadership behavior model emphasis on giving positive encouragement to team and individual performance?

1 point

- Team Linker



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Team Linker

Values Champion

People Motivator

Situational Decision-Maker



Autocratic

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**Submit Answers**



Autocratic

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Autocratic

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Course outline

How does an NPTEL  
online course work?

Week 0

Week 1

Week 2

Week 3

Week 4

Week 5

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Week 6

## Week 6: Assignment 6

Due date: 2023-03-08, 23:59 IST.

1 point

Assignment not submitted

1) \_\_\_\_\_ is associated with individuals who are effective at building teams and getting results, but these results are ethically challenged or undermine organizational success.

- Destructive leadership
- Participative leadership
- Democratic leadership
- Charismatic leadership

1 point

2) Who among the following is NOT considered as a destructive leader?

- Genghis Khan
- Adolf Hitler
- Mahatma Gandhi
- Joseph Stalin

3) Which of the following concerns a person's inability to build teams or get results through others?

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point

Week 1

- Charismatic leadership

Week 2

- 2) Who among the following is NOT considered as a destructive leader?

1 point

Week 3

- Genghis Khan
- Adolf Hitler
- Mahatma Gandhi

Week 4

- Joseph Stalin

Week 5

- 3) Which of the following concerns a person's inability to build teams or get results through others?

1 point

- The Dark Side of Leadership - Destructive Leadership

- Managerial Incompetence and Derailment

- Negotiation and Leadership

- Leadership in Crisis Situation

- The Situation and The Environment

**Quiz: Week 6:  
Assignment 6**

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- Managerial competence
- Talent management
- Managerial incompetence
- Managerial empathy

- 4) Which type of managers are good at achieving results, such as financial targets or win- loss records, but tend to treat followers poorly? **1 point**

- Cheerleaders
- Taskmasters
- Figureheads
- Competent leaders

- 5) State True or False. Negotiating is a process in which two or more parties have something the other wants and attempt to come to an agreement **1 point**

- True
- False

- 6) Which of the following is NOT a part of negotiation process?



1 point



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6) Which of the following is NOT a part of negotiation process?

**1 point**

- Plan
- Negotiation
- Dispute
- Postponement

7) Which of the following is NOT a competency of crisis leaders?

**1 point**

- Communicate
- Craft a vision
- Dominate subordinates
- Manage people

8) How many stages are there in crisis management plan?

**1 point**

- Three
- Four
- Five
- Seven

9) State True or False. In Role Theory, a leader's behaviour was said to depend on a leader's perceptions of several critical aspects **1 point** of the situation.

- True
- False

10) Which of the following models distinguishes between micro variables and macro variables in the situation?



- Dominate subordinates
- Manage people

8) How many stages are there in crisis management plan?

1 point

- Three
- Four
- Five
- Seven

9) State True or False: In Role Theory, a leader's behaviour was said to depend on a leader's perceptions of several critical aspects **1 point** of the situation.

- True
- False

10) Which of the following models distinguishes between micro variables and macro variables in the situation?

1 point

- Multiple influence model
- Role theory
- Trait theory
- Behavioural theory

You may submit any number of times before the due date. The final submission will be considered for grading.

**Submit Answers**



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# Week 7: Assignment 7

## Course outline

Assignment not submitted

Due date: 2023-03-15, 23:59 IST.

How does an NPTEL  
online course work?

- 1) Which of the following is NOT among the Schien's key organizational culture factors?

1 point

- Myths and Stories
- Symbols and Artifacts
- Personality and behaviour
- Rituals

Week 0

- 2) Organizations with a \_\_\_\_\_ culture tend to have formalized rules and procedures; they tend to be highly structured places to **1 point** work.

Week 1

- Hierarchy
- Toxic
- Open
- Informal

Week 2

Week 3

- 3) State True or False: 'Glocal' mindset involves an appreciation for diversity as well as homogeneity and everywhere.



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**Week 0****Week 1****Week 2****Week 3****Week 4****Week 5****Week 6****Week 7**

Culture and Leadership

Global Leadership

Motivation and  
LeadershipIntroduction to Groups  
and TeamsCharacteristics of Leader,  
Follower and Situation

Week 7:

Assignment 7

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- Myths and Stories
- Symbols and Artifacts
- Personality and behaviour
- Rituals

2) Organizations with a \_\_\_\_\_ culture tend to have formalized rules and procedures; they tend to be highly structured places to **1 point** work.

- Hierarchy
- Toxic
- Open
- Informal

3) State True or False: 'Glocal' mindset involves an appreciation for diversity as well as homogeneity and an openness to learn from **1 point** everywhere.

- True
- False

4) Which of the following is NOT a level of cultural awareness?

**1 point**

- Blindness
- Competence
- Proficiency
- Adaptability

5) \_\_\_\_\_ comes from the Latin word "movere" which means, "to move".

**1 point**

- Motivation
- Market
- Momentum
- Multi



6) Which of the following can arise from self-generated factors that influence people's behaviour?



- Extrinsic motivation
- Forced motivation
- Intrinsic motivation
- Situational motivation

7) State True or False: Collective identity is not a characteristic of group.

1 point

- True
- False

8) Which of the following groups is also known as 'task group'?

1 point

- Formal group
- Command group
- Committees
- Informal group

9) Which of the following is NOT a category of followers?

1 point

- Survivor
- Sheep
- Dogs
- Yes people

10) \_\_\_\_\_ are those type of followers who will readily act when told what to do but depend heavily on leaders for guidance.

1 point

- Sheep
- Survivor
- Yes people



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- Forced motivation
- Intrinsic motivation
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- Survivor
- Yes people



False

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**1 point**

- Formal group
- Command group
- Committees
- Informal group

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**1 point**

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- Yes people

10) \_\_\_\_\_ are those type of followers who will readily act when told what to do but depend heavily on leaders for guidance.

**1 point**

- Sheep
- Survivor
- Yes people
- Dogs

You may submit any number of times before the due date. The final submission will be considered for grading.

**Submit Answers**

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## Week 8: Assignment 8

### Course outline

Assignment not submitted

Due date: 2023-03-22, 23:59 IST.

How does an NPTEL  
online course work?

Week 0

- 1) State True or False: Group dynamics refers to the attitudinal and behavioural characteristics of a group.

1 point

- True  
 False

Week 1

- 2) How many stages are there for group development?

1 point

- Three  
 Four  
 Five  
 Seven

Week 2

Week 3

- 3) \_\_\_\_\_ proposes that people have emotional reactions to the failure or success of their group because their self-esteem gets tied into the group's performance.

1 point

- Trait theory  
 Operant conditioning



Week 6

 SUBSCRIBE



online course work?

- True
  - False

Week 0

- 2) How many stages are there for group development?

**1 point**

## Week 1

- ### ○ Three

Week 2

- ## ○ Four

Week 3

- Seven

Week 4

- 3) \_\_\_\_\_ proposes that people have emotional reactions to the failure or success of their group because their self-esteem gets tied into the group's performance.

1 point

Week 5

- Trait theory
  - Operant conditioning
  - Social identity theory
  - ERG theory

Week 8

- 4) State True or False: Delegation gives the responsibility for decisions to those individuals most likely to be affected by or to implement the decision.

1 point

- ## ● Group Dynamics

- #### ● Team Formation

- Delegation and Empowerment

- Leading Teams:  
Enhancing Teamwork



- 5) Which of the following is NOT a dimension of empowerment?

1 point

- Unchallenged dominance
  - Meaning
  - Trust
  - Self-efficacy



online course work?

True

False

Week 0

2) How many stages are there for group development?

1 point

Three

Four

Five

Seven

Week 2

Week 3

Week 4

3) \_\_\_\_\_ proposes that people have emotional reactions to the failure or success of their group because their self-esteem gets tied into the group's performance.

1 point

Week 5

Trait theory

Operant conditioning

Social identity theory

ERG theory

Week 6

Week 7

Week 8

4) State True or False: Delegation gives the responsibility for decisions to those individuals most likely to be affected by or to implement the decision.

1 point

True

False

5) Which of the following is NOT a dimension of empowerment?

1 point

Unchallenged dominance

Meaning

Trust

Self-efficacy



Quiz: Week 8:

See Which of the following is NOT a dimension of empowerment?

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False

5) Which of the following is NOT a dimension of empowerment?

1 point

- Unchallenged dominance
- Meaning
- Trust
- Self-efficacy

6) Which stage of group development is marked by intragroup conflict?

1 point

- Forming
- Storming
- Norming
- Performing

7) Which of the following is NOT a component of teamwork?

1 point

- Effort
- Social identity
- Mutual conflict
- Coordination

8) Which of the following is NOT an essential leader's skills for teamwork?

1 point

- Feedback
- Caring
- Machiavellianism
- Accountability



9) Which of the following is NOT among the types of teams suggested by (Cohen and Bailey 1997)?



- Effort
- Social identity
- Mutual conflict
- Coordination

8) Which of the following is NOT an essential leader's skills for teamwork?

1 point

- Feedback
- Caring
- Machiavellianism
- Accountability

9) Which of the following is NOT among the types of teams suggested by (Cohen and Bailey, 1997)?

1 point

- Parallel teams
- Project teams
- Informal teams
- Work teams

10) Which of the following is the final stage of group development?

1 point

- Adjourning
- Performing
- Storming
- Norming

You may submit any number of times before the due date. The final submission will be considered for grading.

**Submit Answers**



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# Week 9 : Assignment 9

## Course outline

Assignment not submitted

Due date: 2023-03-29, 23:59 IST.

How does an NPTEL  
online course work?

Week 0

Week 1

Week 2

Week 3

Week 4



- 1) State True and False Confusion about the assignments and relationships is the symptoms of ineffective teams. **1 point**

- True
- False

- 2) Which of the following is included in Internal Task Leadership Actions as defined in Hill Model of Team Leadership? **1 point**

- Coaching team members in interpersonal skills
- Collaborating
- Goal focusing
- Managing conflict and power issues

- 3) Which of the following is NOT the components of Team Effectiveness? **1 point**

- Task Performance
- Group Process
- Individual Satisfaction

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**Week 1**

- 2) Which of the following is included in Internal Task Leadership Actions as defined in Hill Model of Team Leadership? 1 point
- Coaching team members in interpersonal skills

**Week 2**

- Collaborating

**Week 3**

- Goal focusing
- Managing conflict and power issues

**Week 4**

- 3) Which of the following is NOT the components of Team Effectiveness?

1 point

**Week 5**

- Task Performance

**Week 6**

- Group Process

**Week 7**

- Individual Satisfaction
- Focusing on individual contribution by ignoring team coordination

**Week 8**

- 4) A \_\_\_\_\_ or training in the field is a journey by a group of people to a place away from their normal environment.

1 point

**Week 9**

- Role Play

- Lecturing

- Audio Video Technique

- Field trip

● Leader Actions That Foster Team Effectiveness

● Offsite Training and Team Development

● Understanding Team Processes and Team Coaching

● Team Decision Making  
Conflict Management

- 5) Which of the following is NOT among the four facets of action processes of effective teams?

1 point

- Assessing progress towards goals

- Setting goals

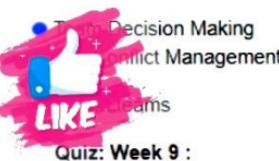
- Checking how well the systems are functioning

- Coordinating efforts

- 6) Which of the following is NOT among the coaching functions of Hackman and Wageman's Four aims of team coaching?

- Motivational coaching

- Consultative coaching



**Week 9**

● Leader Actions That Foster Team Effectiveness

● Offsite Training and Team Development

● Understanding Team Processes and Team Coaching

● Team Decision Making and Conflict Management

● Virtual teams

**Quiz: Week 9 : Assignment 9**

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**Transcripts**

Role Play

Lecturing

Audio Video Technique

Field trip

5) Which of the following is NOT among the four facets of action processes of effective teams? 1 point

Assessing progress towards goals

Setting goals

Checking how well the systems are functioning

Coordinating efforts

6) Which of the following is NOT among the coaching functions of Hackman and Wageman's Four aims of team coaching? 1 point

Motivational coaching

Consultative coaching

Scam Coaching

Educational coaching

7) Which is the first step in Team Decision Making Process as per Rational Model? 1 point

Select the BEST alternative

Implement the best alternative

Recognize the problem

Evaluate the outcome



8) Which is the last step in Creative Decision-Making Process? 1 point

Incubation

Immersion

**SUBSCRIBE**

1 point



1 point



- Recognize the problem
- Evaluate the outcome

8) Which is the last step in Creative Decision-Making Process?

**1 point**

- Incubation
- Immersion
- Problem identification
- Verification and application

9) State True and false E-leadership can be understood as a process of social influence where changes in attitudes, feelings, thoughts, behaviour, and organization are brought about with the help of advanced information and communication technology.

**1 point**

- True
- False

10) Which of the following is NOT the symptoms of ineffective teams?

**1 point**

- Loss of Production
- Evidence of hostility or conflicts among the members
- Initiative, innovation, or effective problem solving
- Apathy and general lack of interest

You may submit any number of times before the due date. The final submission will be considered for grading.

**Submit Answers**



## Course outline

# Week 10: Assignment 10

How does an NPTEL  
online course work?

Assignment not submitted

Due date: 2023-04-05, 23:59 IST.

Week 0

True

False

Week 1

- 1) State True and False Multicultural groups represent three or more ethnic backgrounds.

1 point

Week 2

- 2) Which among below is NOT the advantages of multi-cultural teams?

1 point

Productivity

Thinking quickly

Negative Cultural Stereotypes and Prejudices

Improve of creativity

Week 3

Week 4

Week 5

- 3) \_\_\_\_\_ assumes that teams with fewer interpersonal conflicts function more effectively than teams with greater number **1 point** of interpersonal conflicts. It involves an increase in teamwork skills, such as mutual supportiveness, communication and sharing of feelings.

Fear

Scam



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**Week 1**

False

**1 point**

- 2) Which among below is NOT the advantages of multi-cultural teams?

- Productivity
- Thinking quickly
- Negative Cultural Stereotypes and Prejudices
- Improve of creativity

**Week 3**

**Week 4**

**Week 5**

- 3) \_\_\_\_\_ assumes that teams with fewer interpersonal conflicts function more effectively than teams with greater number **1 point** of interpersonal conflicts. It involves an increase in teamwork skills, such as mutual supportiveness, communication and sharing of feelings.

**Week 6**

**Week 7**

**Week 8**

**Week 9**

**Week 10**

Managing Multicultural Teams

Building Great Teams

Experiential Learning

Action Learning

Development Planning:  
Analysis

Week 10:  
Management 10

- Fear
- Scam
- Interpersonal relations
- Fraud

- 4) Which of the following is the last step in Team Building Process?

**1 point**

- Define Objectives and Required Set of Skills
- Identify the Need for Team Building
- Consider Team Roles
- Dissolve the Team

- 5) Which among below is NOT the importance of experiential learning? 

**1 point**

- Experiential learning fosters development of self and organization
- It brings about perfection in the performance of job
- It resists in adopting new technology
- It helps in meeting challenges faced by the organization

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5) Which among below is NOT the importance of experiential learning?

1 point

- Experiential learning fosters development of self and organization
- It brings about perfection in the performance of job
- It resists in adopting new technology
- It helps in meeting challenges faced by the organization

6) Which of the following is NOT the example of experiential learning?

1 point

- Going to the zoo to learn about animals through observation, instead of reading about them
- Growing a garden to learn about photosynthesis instead of watching a movie about it.
- Hoping on a bicycle to try and learn to ride, instead of listening to your parent explain the concept
- Reading about animals to learn about them instead of going zoo to learn through observation

7) State True and False Action Learning is a process that involves a small group working on real problems, taking action, and learning as individuals, as a team, and as an organization.

1 point

- True
- False

8) Which of the following is NOT the benefit of action learning?

1 point

- Enhance personal effectiveness and productivity
- Use reflection to enhance learning from personal experiences
- Reduce self-confidence and assertiveness
- Enhance personal leadership and soft skills

9) Which among below is the last step among five steps of coaching?

- Growing Skills: Creating Development and Coaching Plans
- Inspiring Commitment: Conducting a GAPS Analysis



8) Which of the following is NOT the benefit of action learning?

1 point

- Enhance personal effectiveness and productivity
- Use reflection to enhance learning from personal experiences
- Reduce self-confidence and assertiveness
- Enhance personal leadership and soft skills

9) Which among below is the last step among five steps of coaching?

1 point

- Growing Skills: Creating Development and Coaching Plans
- Inspiring Commitment: Conducting a GAPS Analysis
- Forging a Partnership
- Transferring Skills: Creating a Learning Environment

10) Which among below is the first step for creating a high-impact development plan (Bridging the Gaps Building a Development Plan)?

1 point

- Reflect with a partner
- Resources
- Stretch assignments
- Career and development objectives

You may submit any number of times before the due date. The final submission will be considered for grading.

**Submit Answers**



## Course outline

How does an NPTEL  
online course work?

Week 0

Week 1

Week 2

Week 3

Week 4

Week 5

# Week 11 : Assignment 11



Assignment not submitted

Due date: 2023-04-12, 23:59 IST.

- 1) State True and False Coaching is a commonly used method of employee development that always generate negative business outcomes. **1 point**

- True
- False

- 2) In this age of consumer-directed health care, \_\_\_\_\_ is taking on a more prominent role in educating and empowering employees to make smart health care purchasing decisions and smarter decisions about their own health. **1 point**

- Cross-cultural coaching
- Health coaching
- Executive development
- Management development

- 3) In GROW model 'R' stands for?

- Role Model
- ...



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**Week 6**

3) In GROW model 'R' stands for?

**1 point**

- Role Model
- Reality
- Reason
- Ring

**Week 7****Week 8****Week 9****Week 10**

4) Which of the following is NOT the Barrier to Women's Leadership?

**1 point**

- Lack of Flexibility
- Bias and Discrimination
- Huge connections
- Old Stereotypes

**Week 11**

- Coaching and Mentoring
- Women in Leadership Roles
- Building Effective Relationship with Subordinates and Peers
- Fostering Followers' Satisfaction
- The Art of Communication

**Quiz: Week 11 : Assignment 11**

5) Which of the following is NOT good to promote the gender equity at workplace?

**1 point**

- Commit to conducting regular pay audits
- Discourage salary transparency
- Commit to a culture of fairness and equity and build that into their core values
- Abandon the practice of using salary history to set wages

**Week 12**

6) Which of the following is NOT the component of a good relationship?

**1 point**

- Respect
- Distrust
- Self-awareness
- Open communication

7) \_\_\_\_\_ means the group relationships between the superior and each possible combination of Subordinates

**1 point****1 point**

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- Self-awareness
- Open communication

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7) \_\_\_\_\_ means the group relationships between the superior and each possible combination of subordinates

**1 point**

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- Direct Group Relationships
- Don't exist any Relationship
- Cross Relationship
- Direct Individual Relationship

8) State True and False Supportive management is a key reason why people leave organizations.

**1 point**

- True
- False

9) \_\_\_\_\_ reflects the degree to which people are given information about different reward procedures and are treated with dignity and respect

**1 point**

- Distributive justice
- Interactional justice
- Procedural justice
- Injustice

10) \_\_\_\_\_ is the example of Ineffective communication.

**1 point**

- Use of Humour
- Ignorance & Biases
- Moderate Pace of Speech
- Use of Visual Aids



You may submit any number of times before the due date. The final submission will be considered for grading.

[Submit Answers](#)



# Week 12 : Assignment 12

Due date: 2023-04-19, 23:59 IST.

1 point

Course outline

How does an NPTEL  
online course work?

Week 0

Week 1

Week 2

Week 3

Week 4

Week 5

Assignment not submitted

- 1) State True and False Constructive feedback is meant to help improve the performance of an individual or a team.
- True  
 False
- 2) Which response provides direction, evaluation, opinion, or instructions. Such a response imposes on the other person your point **1 point** of view, and it allows you to control the topic of conversation?
- Reflecting  
 Advising  
 Deflecting  
 Probing
- 3) Which of the following is NOT the element among the six elements of Constructive Feedback?
- Flexible  
 Vague

1 point



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**Week 2**

- 2) Which response provides direction, evaluation, opinion, or instructions. Such a response imposes on the other person your point **1 point** of view, and it allows you to control the topic of conversation?

Reflecting

Advising

Deflecting

Probing

**Week 3**

**Week 4**

**Week 5**

**Week 6**

- 3) Which of the following is NOT the element among the six elements of Constructive Feedback?

**1 point**

Flexible

Vague

Timely

Descriptive

**Week 7**

**Week 8**

**Week 9**

- 4) Which is the first step of the Creative Problem Solving (CPS) Learner's Model?

**1 point**

Implement

Ideate

Clarify

Develop

**Week 10**

**Week 11**

**Week 12**

Setting Goals and  
Providing Constructive  
Feedback

Enhancing Creativity  
Problem Solving Skills

High-  
Performance Teams: The  
T7 Model

Building Credibility and  
Trust

- 5) Which among below is NOT Characteristic of High-Performance Teams?



**1 point**

Inclusive Thinking

Rigidity

Diversity

Communication

- 6) Which of the following is NOT part of T7 Model of Team Effectiveness?

Thrust

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6) Which of the following is NOT part of T7 Model of Team Effectiveness?

1 point

- Thrust
- Trust
- Talent
- Tall Person

7) Which is NOT the part of The Trust Triangle?

1 point

- Authenticity
- Plan
- Logic
- Empathy

8) \_\_\_\_\_ refers to the knowledge and skills needed to accomplish business tasks, approach business problems, and get a job **1 point** done.

- Copy
- Character
- Caring
- Competence

9) State True and False Creativity is not important because nothing in business is dynamic.

1 point

- True
- False

10) Which among below is NOT part of 3 Development Requirements for develop leadership skills in others?

1 point

- A standard development process
- An unsupportive leader who never prioritizes development



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- Logic
- Empathy

8) \_\_\_\_\_ refers to the knowledge and skills needed to accomplish business tasks, approach business problems, and get a job **1 point** done.

- Copy
- Character
- Caring
- Competence

9) State True and False Creativity is not important because nothing in business is dynamic.

**1 point**

- True
- False

10) Which among below is NOT part of 3 Development Requirements for develop leadership skills in others?

**1 point**

- A standard development process
- An unsupportive leader who never prioritizes development
- A supportive leader who prioritizes development
- A candidate committed to development

You may submit any number of times before the due date. The final submission will be considered for grading.

**Submit Answers**

