



<b>Academic year: 2019/2020</b>	<b>Leadership skills</b>	<b>Code: UniE481</b>
<b>Fourth year\ 1<sup>st</sup> Term</b>	<b>Final exam - total marks:- 80 mark</b>	
<b>Time allowed: 2 hours</b>	<b>Examiner: prof. Sanaa Ibrahim</b>	
<b>Date 12 /1/2020</b>	<b>Dr. Mohamed El-sehrawy</b>	

**Model (a)**

**Question No. (1): (25 marks): Choose the correct answer:**

<b>1.</b>	<b>Making the work more interesting through</b>			
	A.	Job sharing	b.	Job enrichment
	C.	Job orientation	d.	Job satisfaction
<b>2.</b>	<b>Leader who assign group members to particular tasks, expect workers to maintain definite standards of performance and emphasize the achievement of goals</b>			
	A.	High in initiating structure	B.	Job-centered leader
	C.	High in consideration	D.	low in initiating structure
<b>3.</b>	<b>Theory that attempt to explain why a person behaves in a particular manner:</b>			
	A.	Content theory	B.	Traditional theory
	C.	Process theory	D.	Situational theory
<b>4.</b>	<b>This leader trust neither followers nor self to make decisions and therefore relies on organizational policies</b>			
	A.	Bureaucratic leadership style	B.	Lassies-fair leadership style
	C.	Benevolent leaders	D.	Autocratic leadership style
<b>5.</b>	<b>Behaviors which are rewarded, tend to be repeated</b>			
	A.	Expectancy theory	B.	Goal-setting theory
	C.	Reinforcement theory	D.	Human resources model (x & y)
<b>6.</b>	<b>Individuals are motivated by external forces</b>			
	A.	Autocratic leadership style	B.	Lassies-fair leadership style
	C.	Democratic leadership style	D.	Multicratic leader



7.	<b>Who measured leadership style by the using of least preferred co-worker (lpc)?</b>			
	A.	Fiedler	B.	Vroom
	C.	Hersy and blanchard	D.	Mitchel
8.	<b>Leader who have four competent: idealized influence, inspiration, intellectual stimulation, and individualized consideration</b>			
	A.	Transactional leader	B.	Achievement oriented leader.
	C.	Transformational leader	D.	Benevolent leaders
9.	<b>Leaders who are politically oriented, seek to have control over followers, use impression management tactics and are deceptive for self-benefit. These individuals tend to be cold, callous, insincere and manipulative.</b>			
	A.	Machiavellianism	B.	Narcissism
	C.	Psychopathy	D.	None of the above
10.	<b>Leader who have a high task, high relationship with followers who are unable but are willing.</b>			
	A.	Delegating style	B.	Selling style
	C.	Telling style	D.	Participating style
11.	<b>Theory that provides a strong and powerful means of shaping behavior</b>			
	A.	Equity theory	B.	Goal setting theory
	C.	Expectancy theory	D.	Reinforcement theory
12.	<b>The process of engaging in confidence building of their subordinates, influencing their ability to perform assignments and tasks successfully.</b>			
	A.	Idealized influence	B.	Intellectual stimulation
	C.	Inspirational leader	D.	Individualized consideration
13.	<b>House-mitchel theory of leadership is based on</b>			
	A.	Fiedler's model	B.	Behavioral studies
	C.	Quality and acceptance of decisions	D.	Expectancy theory of motivation



14.	<b>Watching and searching for deviations from rules and standards to take corrective action</b>			
	A.	Participative management	B.	Management by exception
	C.	Active management	D.	Management by objective
15.	<b>The leader who maintain good relationship between team members each other and with him, with cooperation of them</b>			
	A.	Transformational leader	B.	Bright leader
	C.	Transactional leader	D.	Participative leader
16.	<b>Telling style, selling style, consultative style, joining style and delegating style are styles of</b>			
	A.	House-mitchel theory	B.	Vroom model
	C.	Hersy and blanchard	D.	None of the above
17.	<b>Giving constructive feedback must</b>			
	A.	Help people accept your compliments	B.	Use “i” messages
	C.	Judgmental	D.	A & b
18.	<b>The recommended size of a team is</b>			
	A.	3-4 members	B.	5-7 members
	C.	3-5 members	D.	3-12 members
19.	<b>Responsibilities of supervisor towards subordinates</b>			
	A.	Safe guarding their health	B.	Praising them for the work
	C.	Prepare records and reports	D.	A &b
20.	<b>After the supervisor assess the staff nurse needs at the supervision process he must do</b>			
	A.	Carry out the plan	B.	Determination of immediate objectives
	C.	Planning methods for achieving personal improvement.	D.	Establishment of personal short term objectives



21.	<b>When the head nurse used to punish the staff nurse that omits patient care, the head nurse want to apply</b>			
	A.	Expectancy theory	B.	Process theory
	C.	Reinforcement theory	D.	Equity theory
22.	<b>When the staff nurse recognize that the good performance will lead to increase the days off and overtime pay.</b>			
	A.	Expectancy theory	B.	Process theory
	C.	Reinforcement theory	D.	Equity theory
23.	<b>If the individual isn't motivated by the reward provided to him after accomplishing the task, the failure "problem" here in</b>			
	A.	Valence	B.	Instrumentality
	C.	Expectancy	D.	All the above
24.	<b>Assumptions about human nature under theory x</b>			
	A.	Employees seek support	B.	Employee have self-control
	C.	Employees need money "pay" increase	D.	Employee seek responsibility
25.	<b>During the storming stage of team building members</b>			
	A.	Have poor collaboration	B.	Start helping each other
	C.	Develops trust and communication	D.	Develop ability to express criticism

**Question No. (2): (25 marks): Read the following statements and put (T) for true statement and (F) for false statement.**

1.	Trait theory stated that a leader must possess qualities such as charisma, decisiveness, enthusiasm.	
2.	The supervisor role with the superior worker, Plan her assignments to include both the aspects of care which she is familiar.	



3.	group members do not share responsibility, but team members share the responsibility	
4.	Supervision Focus on improvement of work more than on improving the staff members.	
5.	Unsatisfied need is the end point in the process of motivation.	
6.	The Ohio State studies attempted to describe what successful leaders do. Researchers identified three dimensions of leadership	
7.	Supervision role Stimulates the staff for improvement	
8.	Organizations that have leader's power is endless, must have toxic leaders.	
9.	Maslow's Theory assumes that you can try to achieve two needs at different level	
10.	Teams are designed for dealing with simple, repetitive tasks, as individuals will generally be quicker.	
11.	Michigan Studies Concerned with identifying the leadership pattern that result in effective performance from interviews of high and low-performing groups in different organizations	
12.	The group members are independent. Unlike a group, the team members are dependent.	
13.	According to Maslow's Theory, the higher level needs are a motivators when the lower level needs are achieved.	
14.	Team building creates confidence to take less, measured risks than individuals would.	
15.	Presence of hygiene factors according to Herzberg will prevent dissatisfaction and increase satisfaction.	
16.	In performing stage of team building each member understand of each other's	



	strengths and weaknesses	
17.	According to trait theory Some individuals with all characteristics are ineffective leaders, and some who lack these characteristics are very effective leaders.	
18.	Fiedler identified three situational factors which are Task structure, Leader-client relationship & Leader- position power	
19.	The fast worker needs to help her to realize her weakness at all time.	
20.	Organizations can prevent toxic leaders before employ them	
21.	Organizations that have the leader's power is endless presented as a dark leaders.	
22.	The bright side of personality describes the parts of a person's personality that they not display when they are on their best behavior	
23.	Likert (1967) developed the system 4 model of management based on levels of employees' involvement.	
24.	According to Situational Theories, organization's development and the influence of the leader outside the group are variables that determine the effectiveness of leadership style	
25.	Hersy and Blanchard (2000) considering three elements of leadership style as maturity, followers' readiness and willingness to perform the assigned tasks.	

**Question (3) 30 mark- each question with 10 marks:**

**Differentiate between**

- 1-Different assertiveness traits
- 2-Conflict resolutions strategies
- 3-Transactional and transformational leader

*Good luck*