

<b>Trimester: Sep-Dec 24</b>		
<b>Examination: End Term Examination</b>		
<b>Programme code: 10</b> <b>Programme: MBA PT HRM</b>	<b>Class: TY</b>	<b>Trimester: VIII</b> <b>(SVU 2025)</b>
<b>Name of the Constituent College:</b> <b>K. J. Somaiya Institute of Management</b>		<b>Name of the department/Section/Center: Human Resources</b>
<b>Course Code:</b>	<b>Name of the Course: Leadership &amp; Succession Planning</b>	

**Maximum Marks: 50**

**Date: 05-01-25**

**Notes:**

**1. Question No. 1 is compulsory.**

**2. Answer any 3 question from Question 2 to Question 6.**

Question No.		Max. Marks
Q1 (a)	<p>Explain how you would manage the leadership transition from Functional Manager to Business Manager. Highlight some of the key aspects of this role and some signs of someone who is a misfit in the role.</p> <p>OR</p> <p>Explain how you would manage the leadership transition from Managing Others to Managing Managers. Highlight some of the key aspects of this role and some signs of someone who is a misfit in the role.</p>	20
Q2.	<p>Explain any 5 of the terms in the context of Succession Planning Approaches:</p> <ul style="list-style-type: none"> <li>● Direction</li> <li>● Timing</li> <li>● Planning</li> <li>● Scope</li> <li>● Degree of dissemination</li> <li>● Amount of individual discretion</li> </ul>	10
Q3.	Explain any 4 leadership development practices.	10
Q4.	Explain the difference between the terms: Talent Management, Succession Planning, Replacement Planning & Workforce Planning	10
Q5.	Explain any 3 Non-Traditional Methods of Career Progression	10
Q6.	Explain Any One Leadership Theory between: Situational Leadership, Contingency Theory, Transformational Leadership	10