

Semester “Fall 2011”

“Organizational Behavior(Mgt502)”

Assignment No. 02

Marks: 30

“Leadership”

Mr. Ali is a CEO at AL-FLAH international, an electronics manufacturing industry. Two years earlier this organization had to go through very difficult phase. One of its competitors adopted innovative technology and captured a huge market share of AL-FLAH international while AL-FLAH was operating on its previous old methods of manufacturing. Higher management tried to change its processes by adopting new technologies but it was a huge failure as employees did not support that system. Top level management was unable to control this downfall in company's profits resultantly the overall condition at organization became worse. At that time Mr. Ali was hired as CEO. He had a working experience of 20 years in the same field and had a good rapport among business blocks. He was famous for changing losses into profits. New entrants in this field idealized him and tried to follow his ways. After his joining, the very first task he did was to raise the awareness of people regarding certain rewards and the ways to achieve them. He made people look beyond their self interests and helped them in understanding the need for change both emotionally and intellectually. He adopted a long-range perspective to resolve current organizational issues. The higher management was very hopeful that with his leadership qualities he would be able to bring AL-FLAH international at the top place soon.

Looking at the above scenario, answer the questions below:

Question No.1:

Which power bases became the reason of his selection as CEO by top level management? Explain. (15 marks)

Question No.2:

Which leadership style Mr. Ali has exhibited (Transactional or transformational)? Do you think his leadership style and power bases are interrelated? Give logical reasons to support you answer. (15 marks)

Important Tips

1. This Assignment can be best attempted from the knowledge acquired after watching video lecture no. 1 to lecture no.28 and reading handouts as well as recommended text book.
2. Video lectures can be downloaded for free from www.youtube.com/vu.

Schedule

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|-----------------------|---------------------------------|
| Opening Date and Time | December 23, 2011 At 12:00 A.M. |
| Due Date and Time | December 29, 2011 At 11:59 P.M. |

Note: Only in the case of Assignment, *24 Hrs extra / grace period* after the above mentioned due date is usually available to overcome uploading difficulties which may be faced by the students on last date. This extra time should only be used to meet the emergencies and above mentioned due dates should always be treated as final to avoid any inconvenience.

Important Instructions:

Please read the following instructions carefully before attempting the assignment solution.

Deadline:

- Make sure that you upload the solution file before the due date. No assignment will be accepted through e-mail once the solution has been uploaded by the instructor.

Formatting guidelines:

- Use the font style "Times New Roman" and font size "12".
- It is advised to compose your document in MS-Word.
- Use black or blue font colors only.

Solution guidelines:

- Your solution should not exceed the word limit of 150 to 200.
- Use APA style for referencing and citation. For guidance search "APA reference style" in Google and read various website containing information for better understanding or visit <http://linguistics.byu.edu/faculty/henrichsen/apa/APA01.html>
- Every student will work individually and has to write in the form of an analytical assignment.
- For acquiring the relevant knowledge don't rely only on handouts but watch the video lectures and use other reference books also.

Rules for Marking

Please note that your assignment will be graded as Zero (0) if:

- It has been submitted after due date
- The file you uploaded does not open or is corrupt
- It is in any format other than (MS. Word)
- It is cheated or copied from other students, internet, books, journals etc...