



PENINSULA
COLLEGE
GEORGETOWN DK266-03(P)

FINAL EXAMINATION

Semester	:	SEPTEMBER 2025 SEMESTER
Programme Name	:	DIPLOMA IN BUSINESS STUDIES
Course Code & Name	:	DBBM4063 LEADERSHIP
Duration	:	3 HOURS

INSTRUCTIONS TO CANDIDATES:

1. Please read the instructions given in the question paper **CAREFULLY**.
2. The question paper consists of **FOUR (4)** questions.
3. Answer **ALL** questions in the question paper.
4. Answers to the questions are to be written into the examination booklet.
5. Electronic dictionaries, lecture notes, files or any unauthorised materials except writing equipment are strictly prohibited.

This question paper must be submitted along with all used and/or unused rough papers and/ or graph papers (if any). Candidates are **NOT ALLOWED** to take any examination paper(s) used or unused out of the examination hall.

WARNING:

The Examination Board of Peninsula College Georgetown regards cheating as a very serious offence and will not hesitate to mete out the appropriate punitive actions according to the severity of the offence committed, and in accordance with the clauses stipulated in the Students' Handbook, up to and including expulsion from Peninsula College Georgetown.

(This booklet contains 2 printed pages including this page)

DO NOT OPEN THIS BOOKLET UNTIL YOU ARE ALLOWED TO DO SO

Answer **ALL** questions on the separate sheet provided.

[100 marks]

1. a) You are a manager in a multinational company with employees from diverse nationalities. Your General Manager has tasked you with creating awareness to ensure staff respect different cultures and prevent misunderstandings.

Discuss in detail the key aspects of cultural sensitivity with relevant examples.
(15 marks)

- b) Your General Manager has promoted you to Senior Manager in recognition of your successful awareness campaign. You are now tasked with applying leadership initiatives to achieve cultural diversity in the organisation.

Explain your strategic plan in detail. (10 marks)

Total: [25 marks]

2. a) Differentiate “socialized” charismatic leader and “personalized” charismatic leader. (6 marks)

- b) Identify **FOUR (4)** characteristics of a charismatic leader. (4 marks)

- c) Analyse on leaders that practise narcissism and do they gain the trust of the subordinates with example ? (10 marks)

- d) Describe **FIVE (5)** techniques to develop a charismatic leader. (5 marks)

Total: [25 marks]

3. a) State the **EIGHT (8)** steps that leaders can take to influence employee performance and job satisfaction. (16 marks)

- b) Explain path goal theory. (4 marks)

- c) Justify the importance of crisis leadership with an example. (5 marks)

Total: [25 marks]

4. a) Briefly describe the **FIVE (5)** Steps in creative process. (10 marks)

- b) Compare creativity and innovation in leadership (5 marks)

- c) Explain how leaders apply creativity to solve organisational problems. (10 marks)

Total: [25 marks]

- END OF QUESTIONS -