1.3 Leadership Styles and Theories of Leadership: 10-minute Pack

AQA 7132 · Calculators not allowed · about 10 minutes

Total Marks

Name: _____ Date: ____ / ____ / _____

Answer ALL questions. Show any brief reasoning for 2 or 3 mark explain answers. Time guidance: 10 minutes.

1 Which one of the following best describes an autocratic leadership style in a business context?

- ☐ A) Leaders involve employees in decisions and seek consensus
- ☐ B) Leaders make decisions alone and instruct employees what to do
- ☐ C) Leaders act as a friendly parent, making decisions but caring for staff
- ☐ D) Leaders give staff freedom to make their own decisions

(Total for Question 1 is 1 mark)

2 Define the autocratic leadership style, as used in organisations.

(Total for Question 2 is 2 marks)

3 State one key assumption of McGregor's Theory X about workers, used here as a lens on leadership assumptions.

(Total for Question 3 is 1 mark)

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4 Explain how a workforce with high skill and experience would influence a manager to choose a particular leadership style. Give one effect.

(Total for Question 4 is 2 marks)

5 Explain one likely effect of paternalistic leadership on staff turnover in a medium-sized retail business.

(Total for Question 5 is 2 marks)

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Mark scheme · 1.3 Leadership Styles and Theories of Leadership: 10-minute Pack

Question 1

B cao **B1**

Answer: B

Question 2

states that the leader makes decisions themselves and gives orders to staff **B1**

may include close supervision and little input from employees, oe **B1**

Answer: A leader makes decisions themselves and gives orders to staff, often with close supervision and little employee input.

Question 3

workers are assumed to dislike work and avoid responsibility, requiring close supervision **B1**

Answer: Workers are assumed to dislike work and avoid responsibility, needing close supervision.

Question 4

identifies that high skill suggests a more participative or laissez-faire style, e.g. greater delegation **B1**

explains effect, e.g. increased autonomy can raise motivation and productivity, since skilled staff are trusted **B1**

Answer: High skill and experience make delegation or laissez-faire appropriate, because trusting staff with decisions can raise motivation and productivity.

Question 5

identifies an effect, e.g. reduced turnover or increased loyalty **B1**

develops the point, e.g. because staff feel cared for and supported, increasing retention **B1**

Answer: Paternalistic leadership can reduce staff turnover because employees feel cared for and supported, which increases loyalty and retention.

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