

IB Business Management Unit 2.3 Leadership and Management Exam: Worksheet 5

Time allowed: 60 minutes Total marks: 60

Instructions

- Answer all questions unless stated otherwise.
- Write in full sentences for Section B–D.
- Use appropriate business terminology.
- For extended responses include examples and balanced judgement.

Candidate name: _____ Class: _____

Date: _____

Section A: Multiple-choice (10 marks)

1. Which statement best describes leadership?
 - A. Controlling budgets only
 - B. Inspiring employees toward a vision
 - C. Managing inventory
 - D. Reducing labour costs
2. Management is primarily concerned with:
 - A. Motivating employees
 - B. Organizing resources and operations
 - C. Creating culture
 - D. Promoting innovation only
3. Which leadership style involves shared decision-making?
 - A. Autocratic
 - B. Democratic
 - C. Paternalistic
 - D. Laissez-faire
4. Autocratic leadership is most suitable when:
 - A. Creativity is required
 - B. Immediate action is needed
 - C. Employees demand participation
 - D. Innovation is the priority
5. Laissez-faire leadership is most effective when employees:
 - A. Are inexperienced
 - B. Are highly skilled and motivated
 - C. Need close supervision
 - D. Lack direction
6. Analytical decision-making mainly relies on:
 - A. Experience
 - B. Data and systematic analysis
 - C. Instinct
 - D. Opinion
7. Intuitive decision-making depends on:
 - A. Past experience and judgement
 - B. Financial forecasts
 - C. Statistical models
 - D. Computer algorithms
8. Situational leadership suggests that:
 - A. One leadership style fits all situations
 - B. Leaders should change style depending on context
 - C. Leaders must always be autocratic
 - D. Employees should lead themselves
9. A democratic leader typically:
 - A. Makes decisions alone
 - B. Seeks employee input before decisions
 - C. Avoids responsibility
 - D. Eliminates management
10. Which factor can influence leadership style?
 - A. Weather conditions
 - B. Organizational culture and workforce skills
 - C. Office furniture
 - D. Packaging design

Section B: Short-answer questions (20 marks)

1. Define leadership. (2 marks)
2. State two responsibilities of managers. (2 marks)
3. Explain one difference between leadership and management. (3 marks)
4. Distinguish between autocratic and democratic leadership styles. (4 marks)
5. Define intuitive decision-making. (2 marks)
6. Compare analytical and intuitive decision-making approaches. (7 marks)

Section C: Case Study – BioMotion Devices

BioMotion Devices is a growing technology company developing wearable health devices. The founder encourages employees to share ideas and collaborate on new designs. Recently the company expanded rapidly and new managers were hired to coordinate teams. Some employees feel the new structure reduces creativity, while others believe clearer direction will improve efficiency.

1. Define the term leadership style. (2 marks)
2. Identify two leadership styles that could be used in this company. (2 marks)
3. Analyse why participative leadership may benefit the company. (6 marks)
4. Discuss one potential disadvantage of a democratic leadership style. (5 marks)

Section D: Extended response (15 marks)

Choose one question.

1. Discuss how different leadership styles influence employee motivation and business performance. (15 marks)
2. Discuss the importance of combining analytical and intuitive decision-making in modern organizations. (15 marks)

Markscheme (Teacher copy)

Section A answers

Q	Ans
1	B
2	B
3	B
4	B
5	B
6	B
7	A
8	B
9	B
10	B

Section B indicative answers

Leadership: ability to inspire and influence people toward shared goals.

Manager responsibilities: planning, organizing resources, motivating employees, monitoring performance.

Leadership focuses on vision and motivation; management focuses on coordination and control.

Autocratic = centralized decisions; democratic = participative decision-making.

Intuitive decision-making relies on experience and judgement rather than formal analysis.

Section D markbands

1–5: Basic knowledge, limited analysis.

6–10: Clear understanding with some analysis and examples.

11–15: Well-structured analysis with balanced evaluation and conclusion.