Scott Christian
UNIVERSITY
*A Dynamic Centre of Academic Excellence*

**SCHOOL OF PROFESSIONAL STUDIES**

**BACHELOR OF LEADERSHIP AND MANAGEMENT**

**UNIT CODE/NAME: LDP 411 RESULTS - BASED LEADERSHIP**

**September- December 2022/2023 end of Semester Exam- Time: 2 Hours**

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***INSTRUCTIONS*: Answer Question One (Compulsory) and Any Other Two Questions**

**SECTION A (compulsory) ( 30 marks)**

**QUESTION ONE**

(a) State the meaning of the following terms **(2 Marks)**

i. Leadership

ii. Result-based leadership

(b) Leadership is an important function of management which helps to maximize efficiency and to achieve organizational goals. Explain **FOUR** importance of leadership in a business organization **(8 Marks)**

(c) Using examples, Discuss **THREE** benefits of result-based leadership **(6 Marks)**

(d) The more investment a company makes in its employees, the chances of its productivity and success become higher. Describe **FOUR** benefits of investing in Human Capital **(8 Marks)**

**(e)** Elaborate using examples the following terms **(6 Marks)**

i. Human capital

ii. Organizational capabilities

iii. Agility

## QUESTION TWO

(a) Financial reporting is a crucial process for companies and investors, as it provides key information that shows financial performance over time. Discuss **FOUR** advantages of financial reporting **(8Marks)**

(b) Budgeting is a critical process for any business organization. Describe the importance of budgeting **(7 Marks)**

## QUESTION THREE

(a) The most successful and admired companies have distinct combinations of attributes that make them stand out from the competition. Discuss the importance of organizational capabilities **(7 Marks)**

(b) The ultimate measure of a company's success is the extent to which it enriches shareholders. Explain **FOUR** drivers of shareholder value **(8 Marks)**

## QUESTION FOUR

(a) Discus **FOUR** types of financial reports for a business concern **(8 Marks)**

**(b)** Customer equity is a new paradigm that is very useful for measuring and managing the value of a company's customer base. Discuss **THREE** pillars of clientele value**( 7 Marks)**

## QUESTION FIVE

(a) Using examples, discuss **THREE** types of organizational capabilities **( 7 Marks)**

(b) Explain **FOUR** human capital management drivers **(8 Marks)**