

VAJIRAM IAS TEST SERIES

(Question No.)

(Don't write anything in this part)

Q1
(a)

Femine model of Organisation

The characteristics of the organisation are derived from the ^{its} name - 'feminine' and marks an organisation based on woman's virtues - love, trust, care, affection.

It means the organisation culture is the shared set of norms that govern its interactions both inside and outside the organisation are based on these virtues.

Features of such organisation :

(i) Employee centered leadership style,

based on motivation, recognition, participation, encouragement and trust rather than authoritarian and 'carrot and stick' approach.

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(i) Care towards the society
focuses upon a healthy relation with the external environment in terms of positive contribution which can be in form of minimal pollution, employment generation, compliance with rules and regulations.

(ii) Customer orientation

ADVANTAGES

- Creates Employer brand
- Feeling of trust between employee and employee
- Higher prestige in society

LIMITATIONS

- Lack of authoritarian/punishment/coercion can be taken advantage by lazy and irresponsible employees
- Lack of 'killing edge' may prove detrimental in stiff competition

Feminine model of organisation is suitable for commonwealth and

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service oriented organisations such as hospitals, NGOs, etc.

Successional crisis

Successional crisis refers to situation where organisation finds itself with no suitable successor/leader to lead the organisation.

When can it occur?

- (1) Sudden death/^{resignation} of the leader of organisation
- (2) Failure of HRD policy to develop future leaders
- (3) Prominent in functional organisational structure where departmental heads have narrow functional focus and lack ~~of~~ ~~an~~ wide experience.
- (4) In line organisations where entire organisation is dependent