

JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY

SCHOOL OF AGRICULTURE

**UNIVERSITY EXAMINATION FOR THE DEGREE OF BACHELOR OF AGRIBUSINESS
MANAGEMENT**

SECOND YEAR SECOND SEMESTER 2022/2023 ACADEMIC YEAR

MAIN CAMPUS

COURSE CODE: BEB 9201

COURSE TITLE: ORGANIZATIONAL THEORY & BEHAVIOUR

EXAM VENUE:

STREAM:

DATE:

EXAM SESSION:

TIME: 2 HOURS

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INSTRUCTIONS:

- 1. Answer Question ONE (COMPULSORY) and ANY other 2 questions**
- 2. Candidates are advised not to write on the question paper.**
- 3. Candidates must hand in their answer booklets to the invigilator while in the examination room.**

QUESTION ONE (30 MARKS)

- a) As a newly appointed construction manager, discuss how you will use the five stages of Tuckman model to build high performing groups. Use examples **(10 marks)**
- b) Explain internal and external factors that influence employee perception at work **(5 marks)**
- c) Outline ten measures that management should take in order to reduce employee resistance to organizational change **(5 marks)**
- d) Highlight five characteristics of an organization **(5 marks)**
- e) Outline five characteristics of behavioral theory of leadership **(5 marks)**
- f)

QUESTION TWO (30 MARKS)

- a) Discuss the consequences of inter group conflict and explain five ways in which a manager can resolve these conflicts between groups **(10 marks)**
- b) Discuss individual and organizational strategies for managing stress in organizations **(10 marks)**

QUESTION THREE (20 MARKS)

- a) Explain five sources of power available for managers in modern organizations using examples **(10 marks)**
- b) Explain five advantages of matrix organization structure **(10 marks)**

QUESTION FOUR (20 MARKS)

a) Examine Abraham Maslow's theory of motivation and explain how managers can use this theory in business enterprises to motivate employees and improve organizational performance. Use practical examples **(15 marks)**

QUESTION FIVE (20 MARKS)

a) Explain five factors that you will consider as a manager when designing an organization structure **(10 marks)**

b) Leaders are born and not made. Discuss this statement using relevant examples from Kenya **(10 marks)**