



**JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY**

**SCHOOL OF BUSINESS AND ECONOMICS**

**UNIVERSITY EXAMINATION FOR THE DEGREE OF BACHELOR IN  
CONSTRUCTION MANAGEMENT AND BACHELOR OF BUSINESS  
ADMINISTRATION WITH IT**

**4<sup>TH</sup> YEAR 2<sup>ND</sup> SEMESTER 2023/2024 ACADEMIC YEAR**

**MAIN & KISUMU CAMPUS**

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**COURSE CODE: BAB 1204/BEB 9201**

**COURES TITLE: ORGANIZATION THEORY**

**VENNUE: LAB 14**

**STREAM: (BA Con/BBA)**

**DATE: 23/04/2024**

**EXAM SESSION: 9.00 – 11.00 AM**

**TIME: 2 HOURS**

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**INSTRUCTIONS**

- i. Answer question ONE (COMPULSORY) and any other two questions**
- ii. Candidates are advised not to write on the question paper**
- iii. Candidates must hand in their answer booklet to the invigilator while in the examination**

### **Question one**

1. Describe the five stages in group formation. (10 marks)
2. Discuss any five sources of power in any organizational leadership. (10 marks)
3. Describe any five disadvantages of the matrix organization structure. (10 marks)

### **Question Two**

1. Discuss any six principles of management as propounded by Henry Fayol. (10 marks)
2. Discuss Abraham Maslow's theory and its application in organization context. (10 marks)

### **Question Three**

1. With reference to a Kenyan organization of choice, discuss any five advantages of their leadership style. (10 marks)
2. Discuss any five strategies of resolving organisation conflicts. (10 marks)

### **Question Four**

1. Explain five ways through which organizations can overcome employee resistance to change? (10 marks)
2. Highlight five Negative Consequences of Organizational Politics. (10 marks)

### **Question Five**

1. Discuss five possible causes of Job dissatisfaction in organizations. (10 marks)
2. The employees of JIMBO company have of late lost enthusiasm in performing their roles. Describe five ways in which the management can boost their satisfaction level. (10 marks)