JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY

UNIVERSITY EXAMINATION

UNIT CODE: MBA 804

UNIT TITLE:ORGANIZATIONAL BEHAVIOUR

INSTRUCTIONS: Answer question **ONE (Compulsory)** and any other **TWO** questions

QUESTION ONE

Read the observation below and answer questions which follow;

A major feature of employment trends across the last two decades has been a significant increase in the number of part-time jobs and other forms of non-standard working. Over 6 million people now work in this way and British government has recently issued a consultative document urging organizations to make greater provision for volutionary part-time work. Organizations that make use of large numbers of part-time workers seem to have recognized their importance. Other organizations have gone even further by recognizing that people who work part-time are often those who have a need to reconcile the demands of work and domestic responsibilities and this has led to the development of "family friendly" employment practices.

However, while part-time working is fairly commonplace with junior employees, it is something that organizations have been reluctant to introduce with jobs such as senior and management posts that have traditionally only been available to full time workers.

Questions

a) Highlight the need for Organization Behavior knowledge and in the light of the above observation, do you think it is necessary for managers to acquire organizational behavior knowledge? Justify

(12 marks)
b) One of the most important elements of behavior is culture. Explain how management would create organizational culture under the circumstance. (12 marks)
c) What justification do organizations have for not offering senior and management jobs to part-time employees? (6 marks)

QUESTION TWO

Discuss the **THREE** forms of learning explaining in each case how organizations can use them to create desired Perception and attitude. (20 marks)

QUESTION THREE

Referring to any**THREE** theories of motivation, Outline how the theories have been
operationalized in organizations to create designed behavior.   (20 marks)

QUESTION FOUR

Explain the link between 'Locus of Control' and leadership traits.   (20 marks)

QUESTION FIVE

   a) Explain why it is important to study organizations.
   b) Discuss equity theory of work motivation.   (20 marks)