

**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)**