



**JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY**  
**SCHOOL OF BUSINESS AND ECONOMICS**  
**UNIVERSITY EXAMINATION FOR THE DEGREE BACHELOR OF BUSINESS**  
**ADMINISTRATION WITH IT**  
**2<sup>ND</sup> YEAR 2<sup>ND</sup> SEMESTER 2024/2025 ACADEMIC YEAR**  
**MAIN CAMPUS**

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**COURSE CODE: BAB 1204**

**COURSE TITLE: ORGANIZATIONAL THEORY**

**EXAM VENUE: CR**

**DATE: 16/04/2025**

**EXAM SESSION: 15.00 – 17.00 PM**

**TIME: 2 HOURS**

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**Instructions**

- 1. Answer Question ONE (COMPULSARY) and ANY other two (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.**
- 4. Indicate Type of Examination.**

### **QUESTION ONE (COMPULSORY)**

- a) Describe the main Characteristics of Organization. (8 Marks)
- b) Discuss the Objectives of and Approaches to Organizational Change. (10 Marks)
- c) State and explain Henry Fayol's Principles of Management. (10 Marks)
- d) Outline the key component of organization structure. (2 Marks)

### **QUESTION TWO**

- a) Enumerate the objectives of Mergers and Acquisitions. (8 Marks)
- b) Distinguish between Mergers and Acquisitions. (4 Marks)
- c) Outline the significance of Corporate Restructuring. (8 Marks)

### **QUESTION THREE**

- a) Enumerate the shortcomings of Bureaucracy and show how they can be mitigated. (12 Marks)
- b) Outline the main objectives of Scientific Management. (4 Marks)
- c) Outline the reasons why employees may resist Change. (4 Marks)

### **QUESTION FOUR**

- a) Discuss the elements of Directing as a function of Management. (8 Marks)
- b) Describe the Functional Structure of an Organization and state its pros and cons.

(12 Marks)

### **QUESTION FIVE**

- a) Explain various elements of the Communication Process Model. (10 Marks)
- b) Enumerate the main goals of Organizational Communication. (10 Marks)