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**University Examinations 2015/2016**

FIRST YEAR SECOND SEMESTER EXAMINATION FOR THE

DEGREE OF

BACHELOR OF COMMERCE

**BFB 3152: ORGANIZATION THEORY AND DEVELOPMENT**

**DATE: AUGUST 2016 TIME: 2 HOURS**

**INSTRUCTIONS:** *Answer question* ***one*** *and any other* ***two***questions.

**QUESTION ONE (30 MARKS)**

1. By use of relevant examples, discuss the features of bureaucracy school of management

(10 marks)

1. In order to carry out their managerial role, managers need “power.” By use of relevant examples; discuss the various sources of power in a modern organization (10 marks)
2. Belonging to a group is very important to employees in an organization. By use of examples, discuss various functions that groups within organizations play. (10 marks)

**QUESTION TWO (20 MARKS)**

1. Every organization has its own unique culture often different from others. Discuss the role and importance of organization culture by use of examples (10 marks)
2. Modern approach to management is common feature in many organizations today; with examples discuss its main characteristics (10 marks)

**QUESTION THREE (20 MARKS)**

1. “In order to succeed group cohesiveness is very vital in any organization, “In reference to the statement, discuss the various factors that influence cohesiveness of a group. (10 marks)
2. Discuss the various types of organization structure by featuring their advantages and disadvantages. (10 marks)

**QUESTION FOUR (20 MARKS)**

1. Conflict in an organization is inevitable. What causes this conflict and how can it be resolved when it arises in a modern organization? (10 marks)
2. By use of relevant examples, explain the various strategies an organization can use to reduce resistance to change. (10 marks)

**QUESTION FIVE (20 MARKS)**

1. Discuss by use of practical examples, the various political tactics that managers may be using in order to serve and protect their organizations (10 marks)
2. Discuss the Human relations theory by Elton Mayo (10 marks)