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**University Examinations 2014/2015**

FIRST YEAR SECOND SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF COMMERCE

**BFB 3152: ORGANIZATION THEORY AND DEVELOPMENT**

**DATE: AUGUST 2015 TIME: 2HOURS**

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

**QUESTION ONE (30 MARKS)**

1. Explain power and authority and by use of examples discuss various sources of power in an organization. (10 Marks)
2. Ideologies of Bureaucratic school of management, is very different from that of the modern management. In reference to the statement discuss the features of bureaucratic school of management. (5 Marks)
3. Group cohesiveness is very important element in management of organizations today. Explain the factors that contribute to group cohesiveness and the advantage enjoyed by high cohesion organizations. (10 Marks)
4. Decisions have to be made at some point in the management of organizations. Discuss by use of relevant examples the main types of decisions. (5 Marks)

**QUESTION TWO (20 MARKS)**

1. Discuss various strategies organizations apply in order to ensure that new culture that has been introduced in the organizations is maintained. (10 Marks)
2. Explain the various reasons why individuals in an organization may resist change by use of practical examples. (10 Marks)

**QUESTION THREE (20 MARKS**

1. By use of a well labeled diagram discuss the organization as an open system in reference to characteristics of an open system. (10 Marks)
2. By use of examples explain the differences between the formal and informal groups in an organization. (10 Marks)

**QUESTION FOUR (20 MARKS)**

1. “Conflict in an organization are sometimes a good thing.” Elaborate the statement and explain various methods that organizations can use to resolve conflicts. (10 Marks)
2. Discuss the various political tactics that managers may be using in order to serve and protect their organizations. (10 Marks)

**QUESTION FIVE (20 MARKS)**

1. By use of relevant examples discuss the major contributions and problems of classical theory. (10 Marks)
2. “Many organizations today have adopted the modern approach to management”. In references to the statement explain the main features of modern management. (10 Marks)