



MURANG'A UNIVERSITY COLLEGE

(A constituent college of Jomo Kenyatta University of Agriculture and Technology)

UNIVERSITY EXAMINATIONS 2015/2016

MRUC MAIN CAMPUS

(MAIN EXAMINATION)

BACHELOR OF COMMERCE

FIRST YEAR / SECOND SEMESTER EXAMINATIONS

HBC 2108: ORGANIZATION THEORY & DEVELOPMENT

DATE: 9TH DECEMBER 2015

TIME: 2 Hours

INSTRUCTIONS

- There are FIVE Questions in this paper
- Question ONE is compulsory
- Answer THREE Questions in Total

Question One

- i. Define Organizational Theory (5 Marks)
- ii. Critically analyse the Classical Theory of Organization (25 Marks)

Question Two

Culture influences the way employees in the workplace act and interact with others.

- i. What is Organizational Culture? (5 Marks)
- ii. Explain the source of culture in an Organization. (7.5 Marks)
- iii. How do employees in an organization learn culture? (7.5 Marks)

Question Three

Change in an Organization is inevitable.

- i. Explain the various types of change that managers face in organizations. (7.5 Marks)
- ii. Explain why employees resist change in organizations. (5 Marks)
- iii. Discuss techniques of reducing resistance to change in organizations (7.5 Marks)

Question Four

- i. Define Organizational Structure (5 Marks)
- ii. Explain the various Organizational Structures (7.5 Marks)
- iii. Distinguish between Organization Structure and departmentalization (7.5 Marks)

Question Five

Write brief explanatory notes on each of the following; (5 Marks each)

- i. Leadership behaviour theories
- ii Groups in Organization
- iii. Decision Making
- iv. Contingency theory of Organization