



MURANG'A UNIVERSITY OF TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

UNIVERSITY POSTGRADUATE EXAMINATION

2023/2024 ACADEMIC YEAR

FIRST YEAR SECOND SEMESTER EXAMINATION

BHR702: ORGANIZATIONAL DEVELOPMENT AND LEADERSHIP

DURATION: 3 HOURS

INSTRUCTIONS TO CANDIDATES:

1. Answer any four questions.
2. Mobile phones are not allowed in the examination room.
3. You are not allowed to write on this examination question paper.

QUESTION ONE (25 MARKS)

- a) Discuss types of structures/designs for organizations and their relevance to strategy. (15marks)
- b) Explain how stress may be managed in organizations. (10marks)

QUESTION TWO (25 MARKS)

- a) Summarize corporate governance in terms of need, pillars, types, and benefits. (13marks)
- b) Explain group formation stages and differentiate groups from teams. (12marks)

QUESTION THREE (25 MARKS)

- a) Intrapreneurship is necessary for organizations in the present market. Justify the statement. (15marks)
- b) Explain how an organization known to you may address causes of organizational change. (10 marks)

QUESTION FOUR (25 MARKS)

- a) “Change is inevitable for organizations.” Discuss the statement focusing on types of change, at least two models of change and benefits of change. (18marks)
- b) Elaborate on organizational leadership role to followers and types of followers (7marks)

QUESTION FIVE (25 MARKS)

- a) Explain individual behaviour and its relevance in organizations and the importance of understanding personality in organizations. (15marks)
- b) Discuss the elements of organizational development and the interventions. (10marks)