



NATIONAL OPEN UNIVERSITY OF NIGERIA
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja

FACULTY OF MANAGEMENT SCIENCES

OCTOBER/NOVEMBER EXAMINATION 2016

COURSE CODE: BUS451

CREDIT UNITS: 2

COURSE TITLE: COMPARATIVE MANAGEMENT

TIME ALLOWED: 2HOURS

INSTRUCTION:

- 1. Indicate your Matriculation Number clearly**
- 2. Attempt question one (1) and any other two (2) questions – three questions in all**
- 3. Question one (1) is compulsory and carries 30marks, while the other questions carry 20marks each.**
- 4. Present all your points in coherent and orderly Manner**

1. In contrast to the Universalists are those who believe that there is no single best way to managing and leading organizations.
 - a. Explain the Universalist and Contingency conceptual approaches to management – highlighting the underlying assumptions, strengths and weaknesses of each approach.

[16 marks]

- b. In your view, are the approaches mutually exclusive – meaning they cannot be exist together in an organization; or should they usefully complement each other?

[4

marks]

- c. Mention five (5) benefits of comparative management to a manager. **[10 marks]**

[Compulsory]

2. An organization cannot build a good team of working professionals without a good human resource strategy.
 - a. Define human resource strategy. **[6 marks]**
 - b. Discuss the three main components to be considered in creating a strategic human resource management system

[6 marks]

c. Explain four factors that an organization's human resource unit should consider in formulating and executing strategic plans.

[8 marks]

3. Most organizations have their own set of competency frameworks.

a. Define competency framework

[4 marks]

b. Discuss three managerial skills essential to successful management as identified by Robert Katz.

[6 marks]

c. Discuss skills management system highlighting five benefits of the system to an organization.

[10 marks]

4. Any organization needs a structure in order to function systematically and efficiently.

a. Define organizational structure, highlighting in clear terms 3 reasons why structure is important in an organization.

[6 marks]

b. Discuss the three critical elements of an organizational structure. **[9 marks]**

c. Discuss the role of communication in maintaining an organizational structure.

[5 marks]

5. Managerial discretion are susceptible to constraints.

a. Define managerial discretion.

[4 marks]

b. Discuss the three main sources of managerial constraints

[10 marks]

c. Discuss three key steps organizations should take in engaging a management consultant.

[6 marks]