



NATIONAL OPEN UNIVERSITY OF NIGERIA
14/16 AHMADU BELOW WAY, VICTORIA ISLAND, LAGOS
SCHOOL OF MANAGEMENT SCIENCES
MARCH/APRIL 2014 EXAMINATION

COURSE CODE: MBA 891

CREDIT UNIT: 2

COURSE TITLE: ORGANISATIONAL LEADERSHIP AND CHANGE

TIME ALLOWED: 2 hrs

Instructions: 1. Attempt question Number one (1) and any other two (2).

2. Question number 1 is compulsory and carries 30 marks, while the other questions carry equal marks each

Present all points in a coherent and orderly manner

QUESTION 1

1a) In the school of leadership, there are two major parties; first party believes leaders are born while second party believes leaders are made;

Critically argue for or against either parties using contemporary examples. 20 Marks

1b) According to Yuki, 1982 Excellent leaders possess some specific skills or behaviours that Poor leaders do not; mention ten (10) of those skills or behaviours. 10 Marks

QUESTION 2

2a) In your own word, critically explain the concept of leadership 5 Marks

2b) Mention seven (7) characteristics of a good leader and explain four (4) with relevant examples. 15 Marks

QUESTION 3

3a) List five (5) personal characteristics associated with the leader 5 Marks

3b) List the stages employees go through during periods of change. 5 Marks

3c) Examine in details the factors involved in ensuring successful changes in an organisation 10 Marks

QUESTION 4

4a) what do you understand by the term organisational culture? 5 Marks

4b) In accessing the new culture in an organisation, list and explain the basic steps involved according to (Sherriton and Stern 1997) 15 Marks

QUESTION 5

5a) List and explain without mincing words the two major differences in leadership styles 5 Marks

5b) Which of these styles is most suitable for male or female leaders and why? 10 Marks

5c) What are the shortcomings of Studies on Gender Differences in leadership? 5 Marks