



NATIONAL OPEN UNIVERSITY OF NIGERIA
PLOT 91, CADASTRAL ZONE, NNAMDI AZIKWE EXPRESS
WAY, JABI - ABUJA
FACULTY OF MANAGEMENT SCIENCES
DEPARTMENT OF ADMINISTRATION
OCTOBER/NOVEMBER EXAMINATION 2016

Course Code: MBA 829

Course Title: Organisational Change and Development

Credit Unit: 3.

Time Allowed: 2½ Hours.

Instructions: 1. Attempt Question 1 and any other two (3) Questions.

2. Question 1 is compulsory and carries 25 marks while the other 3 Questions carry 15 marks each.

3. Present all your points in coherent and orderly manner.

QUESTION 1

- a. Discuss and clarify Likert (1961) concepts in the postulation of four systems of management. 20Marks**
- b. Findings on gender differences in leadership style agree that females are more effective than men as leaders. Explain. 5Marks**

QUESTION 2

Enumerate Vroom & Yetton's factors that determine when employees should be involved in decision taking. **15Marks**

QUESTION 3

- a. Define Organizational Culture. 5Marks**
- b. Highlight Sherriton & Stern's steps involved in the assessment of a new culture. 10Marks**

QUESTION 4

- a. Identify and explain factors that influence acceptance of change in an organization.

12Marks

- b. Explain how to implement this change in an organization. **3Marks**

QUESTION 5

- a. Itemize Yuki (1994) guidelines for transformational leadership. **10Marks**

- b. Mention types of power leaders often use in management. **5Marks**

QUESTION 6

Hunt and Laing (1997) hypothesized that “good leaders possess five characteristics not shared by poor leaders”. Discuss. **15Marks**