



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

FACULTY OF MANAGEMENT SCIENCES
DEPARTMENT OF ADMINISTRATION

OCTOBER/NOVEMBER EXAMINATION 2016

COURSE CODE: MBA 827
COURSE TITLE: ADVANCED ORGANIZATIONAL BEHAVIOUR
CREDIT UNIT: 2
INSTRUCTIONS: 1. Attempt question number one (1) and any other (2) questions.
2. Question number 1 carries 30 marks, while the other questions carry 20 marks each.
3. Present all your points in coherent and orderly manner.
TIME ALLOWED: 2 hours

QUESTION 1

Describe the interplay of attitudes, personal orientations and the development of organizational culture. In doing this, cite examples within your experiences in given organizations.

30 marks

QUESTION 2

- a.** Distinguish with examples between Idiographic and Nomothetic approaches to personality development. **10 marks**
- b.** Using the concept of Defence mechanisms, describe how Sigmund Freud's psychoanalytic theory can help in understanding how workers respond to work place stress.

10 marks

QUESTION 3

- a.** Distinguish between classical and operant conditioning. **10 marks**
- b.** Describe some of the ways identified by Mullins by which individuals can apply learning theories in the work place. **10 marks**

QUESTION 4

- a. Discuss the factors which affect cohesiveness and performance of work groups. **10 marks**
- b. Distinguish with examples between stereotypes and halo effect. **10 marks**

QUESTION 5

Discuss Herzberg's two factor theory of motivation or David McClelland's need for achievement theory. **20 marks**