



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

**Course Code: HCM 433
Unit: 2**

Credit

Course Title: Management and Organisational Behaviour

Time Allowed: 2hours

Instruction: Attempt question number one and any other two questions of your choice.

Question number one carries 30 marks and all other questions 20 marks each.

- 1.** Various factors have been listed as being responsible for the determination of personality and these include:
 - i. His inherited body constitution, that is, physiological make-up (genetic inheritance)
 - ii. Social or Cultural determinant
 - iii. Roles determinant
 - iv. Situational determinants

Write short notes, explaining each of the above factors.

(30marks)

- 2.** State and explain the 3 major response strategies or tactics that organizations adopt to respond to external challenges of change.

(20 marks)

- 3.** What do you understand by status comparison? State and explain the two major perspectives from which this comparison in status can be viewed.

(20 marks)

- 4.** In the Trait Theory of Personality, Eysenck proposed a two dimensional theory of

personality. Explain these two theories, stating the personality types that emerge from

them.

(20 marks)

- 5.** Approaches to introducing change have been discussed in terms of a "Power distribution" continuum, list and explain the different aspects of this power.

(20 marks)

