



The Co-operative University of Kenya

END OF SEMESTER EXAMINATIONS AUGUST-2018

EXAMINATION FOR THE DIPLOMA IN BUSINESS ADMINISTRATION

UNIT CODE: CMBA 1205

UNIT TITLE: ORGANISATIONAL THEORY

DATE: 27TH AUGUST, 2018

TIME: 2 HOURS

INSTRUCTIONS:

- Answer question **ONE (compulsory)** and any other **TWO** questions
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QUESTION ONE

- a) Describe the term 'Organizational Theory' (3 Marks)
- b) Explain in brief the following term as used in Organizational Theory?
 - i. Delegation (4 Marks)
 - ii. Change Management (4 Marks)
 - iii. Environmental Scanning (4 Marks)
- c) Discuss any FIVE sources of power in an organization? (15 Marks)

QUESTION TWO

- a) State and explain any FIVE features of a Functional Type of organization? (10 Marks)
- b) State and explain any FIVE Barriers to effective delegation associated with the delegator or management in an organization? (10 Marks)

QUESTION THREE

- a) Name and explain various techniques of job design in an organization? (10 Marks)
- b) Discuss types of organization structures. (10 Marks)

QUESTION FOUR

- a) Name and explain reasons why people resist change in organizations even when such changes mean good for them? (10 Marks)
- b) Environmental scanning is one of the essential components of the organizational environmental analysis. In view of the above statement discuss the salient elements in the external environment of an organization. (10 Marks)

QUESTION FIVE

- a) Discuss any TWO types of an organization stating their advantages? (10 Marks)
- b) State and explain any FIVE reasons why people join in organizations? (10 Marks)