



CS PART I SECTION 1

ORGANISATIONAL BEHAVIOUR

MONDAY: 26 November 2018.

Time Allowed: 3 hours.

Answer ALL questions. Marks allocated to each question are shown at the end of the question.

QUESTION ONE

- (a) In relation to conflict management:
- (i) Explain the meaning of the term "conciliatory gesture". (2 marks)
 - (ii) Highlight six forms of conciliatory gestures. (6 marks)
- (b) Analyse the steps that might be followed in effectively implementing change in an organisation. (8 marks)
- (c) Argue two cases in favour of a matrix form of an organisational structure. (4 marks)
- (Total: 20 marks)**

QUESTION TWO

- (a) (i) Summarise four causes of group dysfunctions. (4 marks)
- (ii) Examine three reasons that motivate individuals to join groups. (6 marks)
- (b) Explain five organisational factors that might contribute to political behaviour in organisations. (10 marks)
- (Total: 20 marks)**

QUESTION THREE

- (a) Explain four factors which have currently contributed to the positive changing nature of work in most organisations. (8 marks)
- (b) Describe three components of an organisation according to Henry Mintzberg. (6 marks)
- (c) Discuss three characteristics of charismatic leaders. (6 marks)
- (Total: 20 marks)**

QUESTION FOUR

- (a) Describe four disadvantages of flexible work schedule to the employer. (4 marks)
- (b) Examine three reinforcement strategies used by managers to influence behaviour of employees in an organisation. (6 marks)
- (c) (i) Explain the meaning of the term "organisational development". (2 marks)
- (ii) In order to bring about effective change, organisational development makes use of a number of approaches, often referred to as intervention strategies that include:
- Survey research and feedback.
 - T-groups.
 - Team building.
 - Grid training.

Required:

Explain each of the four intervention strategies mentioned above.

(8 marks)

(Total: 20 marks)

QUESTION FIVE

- (a) Summarise six functions of organisational goals. (6 marks)
- (b) Analyse four models of organisational behaviour. (8 marks)
- (c) Explain the following variables used in Vroom expectancy theory of motivation:
- (i) Valence. (2 marks)
 - (ii) Performance-reward linkage. (2 marks)
 - (iii) Effort-performance linkage. (2 marks)
- (Total: 20 marks)**
-