



“Investing in Africa’s future”

COLLEGE OF BUSINESS, PEACE, LEADERSHIP AND GOVERNANCE

NMMS 201: MANAGEMENT AND ORGANISATIONAL BEHAVIOUR

END OF FIRST SEMESTER EXAMINATIONS

NOVEMBER 2022

LECTURER: DR STANISLAS BIGIRIMANA

DURATION: 3 HOURS

INSTRUCTIONS

ANSWER THE FIRST QUESTION AND ONE QUESTION FROM EACH SECTION

EACH QUESTION CARRIES 20 MARKS

SOUND ARGUMENT AND ILLUSTRATIONS WILL EARN YOU MARKS

QUESTION 1

Explain the following concepts:

- 1) Abrasive personality
- 2) Emotional intelligence;
- 3) Halo effect;
- 4) Coercive power
- 5) Social loafing
- 6) Impression management
- 7) Causal attribution error
- 8) The HURIER Model
- 9) Noise
- 10) Referent Power

(20 marks)

SECTION A

QUESTION 2

Identify the “Big Five” of personality and explain how they may contribute to success or failure in business.

(20 marks)

QUESTION 3

Identify five personality traits which are not part of the “Big Five” and explain how they may contribute to success or failure in business.

(20 marks)

SECTION B

QUESTION 4

Basing yourself on Maslow’s theory of needs how would you motivate employees?

(20 marks)

QUESTION 5

Basing yourself on Herzberg’s Two-Factor theory how would you motivate employees?

(20 marks)

SECTION C

QUESTION 6

Explain the respective pros and cons of charismatic leadership styles

(20 marks)

QUESTION 7

Explain the respective pros and cons of autocratic leadership styles

(20 marks)

SECTION D

QUESTION 8

Basing yourself on the various forms of power, explain how office politics can contribute to the success or failure of an organization

(20 marks)

QUESTION 9

Using to the S Cube Model, explain corporate culture and the role it plays in an organization that you know.

(20 marks)

END OF PAPER
