



COLLEGE OF SOCIAL SCIENCES, THEOLOGY, HUMANITIES & EDUCATION

NHSA 418: Sociology of Formal Organizations

END OF FIRST SEMESTER EXAMINATIONS

NOVEMBER/DECEMBER 2025

LECTURER: CAROLYNE RAPANDO

DURATION: 3 HOURS

INSTRUCTIONS

1. This paper contains **TWO** sections (Section A and Section B).
2. Section A is **COMPULSORY**.
3. Answer **ANY TWO (2) questions** from Section B.
4. Start each question on a new page in your booklet.
5. Credit will be awarded for logical, systematic and neat presentation
6. Do not repeat material.

SECTION A: COMPULSORY

INSTRUCTION: *Answer Question 1.*

Question 1

- a) Discuss the contributions of Max Weber's bureaucracy and Frederick Taylor's scientific management to organizational theory.
- b) Highlight two similarities and two differences between the bureaucracy and scientific management theory.

[40 marks]

SECTION B

INSTRUCTION: *Answer ANY TWO (2) questions.*

Question 2

Describe the concepts of organizations and formal organizations in sociology. Using examples, explain why it is important to distinguish between the two.

[30 marks]

Question 3

Evaluate the Hawthorne Studies and their impact on shifting focus from classical theories to human relations in organizations.

[30 marks]

Question 4

Analyze Lewin's Change Model and apply it to a case of technological innovation in organizations.

[30 marks]

Question 5

Reflect on your personal experience in an organization and examine how formal structures and organizational culture influence your participation.

[30 marks]

END OF PAPER