



Investing in Africa's Future

COLLEGE OF BUSINESS AND MANAGEMENT SCIENCES

**NMMS 201: MANAGEMENT AND ORGANISATIONAL
BEHAVIOUR**

END OF SEMESTER EXAMINATIONS

APRIL 2026

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TIME: 3 HOURS

INSTRUCTIONS

1. This paper contains **five** questions.
2. Answer **one** question in **section A** and **two** questions in **section B**
3. Start each question on a new page.

SECTION A

QUESTION 1 (40 marks)

Explain the Big Five of personality and suggest a form of employment which is suitable for each personality type that you have identified.

QUESTION 2 (40 marks)

Using practical examples, explain any **four** causes of conflict at workplace and suggest various conflict mechanisms that can solve the conflicts that you have identified.

SECTION B

QUESTION 3 (30 marks)

Discuss the view that “Emotional Intelligence (EI) contributes to business success more than Intellectual Quotient (IQ).”

QUESTION 4 (30 marks)

Basing yourself on **four** types of power in any organisation, discuss their impacts on organisational politics.

QUESTION 5 (30 marks)

What is an abrasive personality type? Explain **four** advantages and disadvantages in a leadership context.

END OF EXAMINATION
