



1st SEM. 2018/2019

UNIVERSITY OF ESWATINI

SUPPLIMENTARY / RE-SIT EXAMINATION

COURSE CODE: AEM 301

TITLE OF PAPER: ORAGANIZATION AND HUMAN RESOURSE MANAGEMENT

TIME ALLOWED: TWO (2) HOURS

- INSTRUCTION:**
- 1. ANSWER ALL QUESTIONS (Each Question Carries 25 Marks)**
 - 2. DO NOT WRITE ON THIS QUESTION PAPER**
 - 3. ALL ANSWERS SHOULD BE WRITTEN IN THE BOOKLET PROVIDED**

ANSWER ALL QUESTIONS (Each Question Carries 25 Marks)

Question One. (25 Marks)

a) Identify the strategies of motivation.

(10 Marks)

b) What are the motivational drives?

(15 Marks)

Question Two. (25 Marks)

a) What is the Expectancy Theory and how does it relate to motivation in the study of Organization Behaviour?

(15 Marks)

b) Attitude change may be classified into congruent and incongruent change. Briefly explain the two forms of attitude change.

(10 Marks)

Question Three (25 Marks)

a) Decision making occurs as a reaction to a problem i.e. is there a discrepancy between some current state of affairs? some desired state, requiring consideration of alternative courses of action. What are the assumptions built in the rational decision-making model.

(25Marks)

Question Four (25 Marks)

a) What is an organization and what is organizational Behaviour

(15 Marks)

b) The basic feature of any organization is the hierarchy of persons in it. It, therefore distinguishes among different persons and decides who will be superior and the subordinate. All the organizations allow an unwritten rule that the subordinate cannot defy the orders of the superiors. What is the need for organization and briefly explain the process of organizing

(10 Marks)

END OF EXAM