

UNIVERSITY OF SWAZILAND
INSTITUTE OF DISTANCE EDUCATION
B.ED. (ADULT EDUCATION) YEAR I
FINAL EXAMINATION PAPER, MAY 2016

COURSE: IDE-BAE 114

COURSE NAME: ORGANIZATIONAL THEORY AND MANAGEMENT

COURSE WEIGHT: 100 MARKS

TIME ALLOWED: 3 HOURS

INSTRUCTIONS:

1. In Section I, answer two questions of your choice, that will each carry 20 marks, (Total 40 marks)
2. In Section II, answer three questions of your choice, that will each carry 15 marks (Total 45 marks)
3. In Section III, answer three questions of your choice, that will each carry 5 marks (Total 15 marks)

**THIS PAPER IS NOT TO BE OPENED UNTIL PERMISSION HAS BEEN GIVEN BY THE
INVIGILATOR**

SECTION I

Answer any two questions:

(2 * 20 = 40 marks)

1. Discuss the concept of Organizational Culture and explain the cultural contexts of an organization. [20 marks]
2. What are the sources of gender inequality? Explain how and why organizational policies, practices and culture are more biased towards men rather than women? [20 marks]
3. Explain what aspects are covered by Content theories of motivation? [20 marks]

SECTION II

Answer any three questions

(3 * 15 = 45 marks)

1. What is a 'Strategy'? Explain any three types of strategies? [15 marks]
2. Explain the three different explanations of the causes of 'sexual harassment'. [15 marks]
3. Discuss how four typical organizational cultures respond differently to the pressures of change. [15 marks]
4. While some view 'conflict' in organizations is preventable, others view 'conflict' as inevitable. Explain your view. [15 marks]

SECTION III

Answer any three questions

(3 * 5 = 15 marks)

1. Queen Bee type of woman behavior leading to gender inequality [5 marks]
2. Theory X and Theory Y of human nature [5 marks]
3. SWOT Analysis [5 marks]
4. What is Management by Walking Around (MBWA) [5 marks]

End of Question Paper