

UNIVERSITY OF SWAZILAND
INSTITUTE OF DISTANCE EDUCATION
BACHELOR OF ADULT EDUCATION YEAR 4
MAIN EXAMINATION PAPER – DECEMBER, 2015

TITLE OF PAPER : **LEADERSHIP IN ORGANIZATIONS 1**

COURSE CODE : **IDE-BAE 425**

TIME ALLOWED : **THREE (3) HOURS**

INSTRUCTIONS : **1. ANSWER ALL QUESTIONS IN SECTION 'A'**
2. ANSWER TWO QUESTIONS IN SECTION 'B'

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SECTION A
ANSWER ALL QUESTIONS

Question 1

- a) Define the term 'leadership'. [5]
- b) Using appropriate examples to illustrate your answer, explain why leadership is seen as an important element in organizations. [20]

[25 marks]

Question 2

- a) What is meant by organizational behaviour? [5]
- b) Using appropriate examples identify and discuss four (4) important elements of organizational behaviour. [20]

[25 marks]

SECTION B
ANSWER ONLY TWO QUESTIONS

Question 3

Maslow's hierarchy of needs and Alderfer's ERG theories both explain human motivation in influencing behaviour. Discuss the main differences between these two theories.

[25 marks]

Question 4

- a) What is authority as used in leadership? [10]
- b) In many organizations, managers use authority by dividing it into three (3) types. With the aid of examples, identify and discuss the three (3) types of authority used in organizations. [15]

[25 marks]

Question 5

- a) Hersey & Blanchard developed a modern theory that is based on the belief that, there is no single leadership style that can be considered the best. What is the name of the theory in full? [2]
- b) Explain the four (4) levels of readiness as propounded by Hersey & Blanchard's theory. [16]
- c) Describe the two major components of readiness. [7]

[25 marks]