

**UNIVERSITY OF SWAZILAND**  
**INSTITUTE OF DISTANCE EDUCATION**  
**B.ED. (ADULT EDUCATION) YEAR I**  
EXAMINATION PAPER, MAIN (2017)

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. Define Culture and discuss the effects of culture on organizational productivity. [20 marks]
2. What is gender stereotyping? Explain the sources of gender inequality in organizations. [20 marks]
3. Discuss the methods and tactics used in the management of conflict in organizations. [20 marks]

## SECTION II

Answer any three questions

(3 \* 15 = 45 marks)

1. Explain the content theories of motivation. [15 marks]
2. What is socialization and how are people socialized? [15 marks]
3. Explain the different explanations of causes of sexual harassment. [15 marks]
4. Explain the sources and types of conflict in organizations. [15 marks]

## SECTION III

Answer any three questions

(3 \* 5 = 15 marks)

1. What is organizational commitment? [5 marks]
2. What are the characteristics of an 'Androgynous Individual'? [5 marks]
3. Explain the dimensions in the New Managerial Grid. [5 marks]
4. Briefly explain the Incentive system theory of motivation. [5 marks]

**End of Question Paper**