

UNIVERSITY OF SWAZILAND  
INSTITUTE OF DISTANCE EDUCATION  
BACHELOR OF EDUCATION (ADULT EDUCATION) YEAR 1  
FINAL EXAMINATION, MAY 2018

**TITLE OF PAPER:** INTRODUCTION TO ORGANIZATIONAL THEORY  
AND MANAGEMENT II

**COURSE CODE:** IDE-BAE 114

**WEIGHT:** 100 MARKS

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

**INSTRUCTIONS:** ANSWER QUESTION 1 AND ANY OTHER THREE (3)  
QUESTIONS

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

**QUESTION 1 – THIS QUESTION IS COMPULSORY**

- a) Define organizational culture and distinguish it from corporate culture. [5 marks]
- b) With the aid of examples, discuss the cultural contexts of an organization of your choice and explain their effects on organizational productivity. [20 marks]

**QUESTION 2**

- a) Define the term 'gender'. [5 marks]
- b) Using examples, explain the meaning of gender stereotyping. [5 marks]
- c) With the aid of examples, discuss three (3) sources of gender inequality in organizations. [15 marks]

**QUESTION 3**

- a) With the aid of examples, explain what conflict is. [5 marks]
- b) Using an organization of your choice as an example, discuss five (5) tactics you would use to manage. [20 marks]

**QUESTION 4**

- a) Using an example, explain what motivation is. [5 marks]
- b) Describe the role of motivation in the productivity of your own organization or an organization of your choice. Use four (4) major aspects of motivation and productivity to support your answer. [20 marks]

**QUESTION 5**

- a) Define the term 'strategy' and explain the purpose of strategy in an organization. [5 marks]
- b) With the aid of examples, explain any two (2) types of strategies. [10 marks]
- c) Discuss Management by walking around/about (MBWA) in relation to leadership. [10 marks]

**QUESTION 6**

- a) Define strategic management. [5 marks]
- b) Compare and contrast Management by Objectives (MBO) with Management by walking around/about (MBWA). [10 marks]
- c) Discuss the purpose of the development of a strategic plan, according to Harvey (1982). [10 marks]

**End of Paper**