

UNIVERSITY OF ESWATINI
INSTITUTE OF DISTANCE EDUCATION
BACHELOR OF ADULT EDUCATION YEAR 4
MAIN EXAMINATION PAPER – DECEMBER, 2018

TITLE OF PAPER : LEADERSHIP IN ORGANIZATIONS 1

COURSE CODE : IDE-BAE 425

TIME ALLOWED : THREE (3) HOURS

INSTRUCTIONS : ANSWER ANY FOUR QUESTIONS

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

ANSWER ANY FOUR (4) QUESTIONS

QUESTION 1

- Briefly examine Hersey & Blanchard's (1988) situational leadership model. (5)
- Explain the readiness of followers as indicated in the situational leadership theory. (5)
- Why is the diagnostic skill of the leader vital to the situational approach to leadership? (5)
- Identify and explain two major components of readiness as used in situational leadership theory. (10)

[25 marks]

QUESTION 2

In order to understand leadership in organizations, it is necessary to understand where power comes from. With the use of relevant examples, identify and discuss five (5) basic sources of power in leadership.

[25 marks]

QUESTION 3

Discuss the Transformational and Transactional leadership theories. Between these two theories, explain briefly which theory of leadership you would prefer to use in your organization and why.

[25 marks]

QUESTION 4

- Examine the concept 'authority' as used in leadership? (10)
- With the aid of relevant examples, identify and discuss three (3) types of authority used in organizations. (15)

[25 marks]

QUESTION 5

Blake & Mouton (1964) identified five (5) different types of leaders and the leadership styles they used in leading. Indicate the types of leaders and show the type of styles they used in leadership. For each leadership style identified, indicate at least one way this style may impact the organization.

[25 marks]

QUESTION 6

- Explain path-goal theory (5)
- Examine the leadership styles the path-goal theory addresses. (20)

[25 marks]

END OF EXAM