

UNIVERSITY OF SWAZILAND

FACULTY OF EDUCATION



DEPARTMENT OF EDUCATIONAL FOUNDATIONS AND MANAGEMENT

2012/2013

FINAL EXAMINATION

TITLE OF PAPER: CONTEMPORARY APPROACHES TO
ADMINISTRATION

COURSE CODE: EDF 627

DURATION: THREE HOURS

TOTAL MARKS: 100

INSTRUCTIONS:

- i. This paper is divided into two sections.
- ii. All Questions in Section A are compulsory.
- iii. Answer one question in Section B.
- iv. The total for the paper is 100 Marks.

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

SECTION A

The Questions in this Section are compulsory.

QUESTION 1

Select any two content theories of your choice and critically discuss how educational leaders and managers can use them to enhance productivity and job satisfaction in the workplace. Use concrete examples for illustration.

(30 Marks)

QUESTION 2

According to Lunenburg (2011:3), "Expectancy theory has some important implications for motivating employees. The model provides guidelines for enhancing employee motivation by altering the individual's effort-to-performance expectancy, performance-to-reward expectancy, and reward valences".

Discuss the validity of this statement with actual practice examples or illustrations.

(30 Marks)

SECTION B

Answer One Question from this Section

QUESTION 3

Select and discuss the leaders' Sources of motivation and the range of behaviours in the workplace. Include the leadership hypothesis that could inspire the followers according to Barbuto, Fritz and Max; (2000; 2002) and Barbuto (2005)

(40 Marks)

QUESTION 4

Discuss eight **traps** in decision making and **escapes** as presented in Hoy and Miskel (2008), adapted in Hammond, Keeney, and Raiffa (1998:2006)?

(40 Marks)

-----END OF EXAM-----