

UNIVERSITY OF ESWATINI
FACULTY OF EDUCATION



DEPARTMENT OF EDUCATIONAL FOUNDATIONS AND MANAGEMENT
2018/2019
FINAL EXAMINATION

TITLE OF PAPER	CONTEMPORARY APPROACHES TO ADMINISTRATION
COURSE CODE	EFM 604
TIME ALLOWED	TWO HOURS
INSTRUCTIONS	<ol style="list-style-type: none">i. The paper is divided into two sectionsii. Both questions in section A are compulsoryiii. Answer two questions in section Biv. The total mark is 100

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

SECTION A

Questions in this section are compulsory

QUESTION 1

Write short notes on each of the following notions of teacher motivation:

1. "Teacher motive" (5 marks)
2. "Teacher motivation" (6 marks)
3. The motivational effect of teachers to engagement in "goal-directed activities" (3 marks)
4. The effect of repeated blockage of a teacher from reaching "goal activities" (3 marks)
5. The motivational effect of a "valued performance-related reward" (3 marks)

20marks

QUESTION 2

- a) Discuss the propositions of Maslow's theory of motivation (10 marks)
- b) Discuss the five categories of needs prescribed by Maslow (5 marks)
- c) Highlight the implications of each of the categories of needs for school administration in Eswatini (15 marks)

30 marks

SECTION B

Select two questions from this section

QUESTION 3

- (a) Define the term "decision-making" (1 mark)
- (b) Highlight the eight steps involved in the rational decision making (8 X 2marks = 16 marks)
- (c) Briefly discuss the autocratic, consultative and group processes proposed by **Vroom** and **Yelton** in the educational decision-making process (3 x 2 marks = 6 marks)

25 marks

QUESTION 4

Discuss any one of the following two leadership theories

1. Contingency theory with specific focus on Fiedler, Hersey and Blanchard and Path-Goal theory
2. Behavioural theory with specific focus on Ohio Studies, Michigan Studies and Leadership Grid

25 Marks

QUESTION 5

- a) List the seven leader's action logics propounded by Rooke and Torbert (2011:137), published in *On Leadership* published by Harvard Business Review Press (7 action logics x 1 mark = **7 marks**)
- b) Highlight **two characteristics** of each of the seven action logics. (one mark per characteristic = 7 x 2 marks = **14 marks**)
- c) **Briefly explain** one of the seven action logics that best describes you as a 'school leader' (**4 marks**).

25 Marks