

**UNIVERSITY OF ESWATINI**



**FACULTY OF EDUCATION**

**DEPARTMENT OF EDUCATIONAL FOUNDATIONS AND MANAGEMENT**

**JUNE, 2020**

**MAIN EXAMINATION PAPER**

**COURSE CODE : EFM606**

**TITLE OF PAPER: MANAGEMENT THEORY AND PRACTICE IN  
EDUCATION**

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

**INSTRUCTION : ANSWER ANY FOUR QUESTIONS**

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

**Question 1**

Define the concept “theory” and advance five arguments dispelling the view that theories are mere illusions that have no practical implications on Educational Administration and Management.

**(25 marks)**

**Question 2**

Modern Education Management Scholars e.g. Hallinger and Snidvongs (2013) refer to managerial leadership as an archaic and primitive model and thus recommend Transactional Leadership Model as a better effective education Management-Leadership model for modern education institutions.

Describe the two Education Management-Leadership models and discuss three implications each of them has on modern educational organisations.

**(25 marks)**

**Question 3**

Examine five strengths of group decision-making and discuss five of its disadvantages in a school context.

**(25 marks)**

**Question 4**

Communication in the School Management-Leadership context can be compared to the engine in the moving vehicle.

Define the concept “communication” in the school management-leadership context and discuss five aims of effective communication that can guide the Eswatini school principals in their leadership and communication functions.

**(25 marks)**

**Question 5**

Mavuso, a Deputy Principal of Mankayane High School was promoted to full school headship and posted to Zombodze National high school. He decided to transfer the entire management-leadership system of Mankayane High School to his new school but met with a lot of resistance from the learner, staff and parents.

From the Contingency theory perspective, advance five arguments exposing the flaws of Mavuso's decision for his management-leadership approach. (25

marks)