

**UNIVERSITY OF ESWATINI**  
**FACULTY OF EDUCATION**



**DEPARTMENT OF EDUCATIONAL FOUNDATIONS AND MANAGEMENT**  
**FINAL EXAMINATION**  
**2020/2021**

**TITLE OF PAPER:** CONTEMPORARY APPROACHES TO  
ADMINISTRATION

**COURSE CODE:** EFM604

**TIME ALLOWED:** THREE HOURS

**INSTRUCTIONS:**

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

**DO NOT OPEN THE QUESTION PAPER UNTIL THE CHIEF INVIGILATOR TELLS  
YOU TO DO SO.**

## **SECTION A**

**This section is compulsory. Answer Question 1 and Question 2.**

### **QUESTION 1**

Explain how you would ignite drive and passion among teachers by using Herzberg's Motivation-Hygiene Theory.

(25 marks)

### **QUESTION 2**

Discuss five implications of the Expectancy Theory for leaders or managers in their quest for motivating employees.

(25 marks)

**TOTAL = 50 Marks**

## **SECTION 2**

**Answer two questions from this Section.**

### **QUESTION 3**

Select and discuss five personality factors associated with effective leadership that you think you need to develop as a leader or aspiring leader.

(25 marks)

### **QUESTION 4**

Discuss how you would promote the idea of professional learning communities among teachers to improve learning outcomes in your school or college.

(25 marks)

### **QUESTION 5**

Using the Vroom model of decision making, discuss three rules to enhance the quality of decisions and 2 rules to enhance the acceptance of the decisions.

(25 marks)

**TOTAL = 50 Marks**

**THE END**