

**UNIVERSITY OF ESWATINI  
FACULTY OF HEALTH SCIENCES  
FINAL EXAMINATION, JUNE, 2020**

**TITLE OF PAPER: ADVANCED LEADERSHIP AND MANAGEMENT**

**COURSE CODE: MWF602**

**DURATION: THREE (3) HOURS**

**TOTAL MARKS: 100**

**INSTRUCTIONS:**

- 1. ANSWER ALL QUESTIONS**
- 2. ALL QUESTIONS CARRY EQUAL MARKS**
- 3. READ THE QUESTIONS CAREFULLY**
- 4. FIGURES IN BRACKETS INDICATE MARKS  
ALLOCATED FOR EACH QUESTION**
- 5. START EACH QUESTION ON A FRESH PAGE**
- 6. TOTAL NUMBER OF PAGES INCLUDING COVER  
PAGE THREE (3)**

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GRANTED BY THE INVIGILATOR.**

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**QUESTION 1**

Discuss the forces that impact on healthcare service management.(25 marks).

**QUESTION 2**

Compare and contrast Leadership and Management. (25 marks)

**<sup>1</sup>/<sub>2</sub> a mark for each correct point.**

**QUESTION 3**

The managerial grid by Marquis and Huston (1996) classifies leaders in four (4) levels based on scoring on task and relation concerns. Explain the interpretation of these scores as they relate to task and relationship as described by Blake and Mouton's behavioural theory.

3.1 Leader with score 1.1. **(5 marks)**

3.2 High- task low- relationship. **(8marks)**

3.3 Low risk high relationship leader **(5marks)**

3.4. The high –task high relationship. **(7marks)**  
**(25 marks)**

**QUESTION 4**

4.1 The study of competency leadership has been attributed to David McClelland who challenges the traditional notion (idea) of evaluating capabilities base on intelligence and proposes job performance based on competencies. Describe the leadership competency theory. **(10 marks)**

4.2 Describe the obstacles and problems of ethical leadership from the nursing perspective. **(15 marks)**