

UNIVERSITY OF SWAZILAND
FACULTY OF SOCIAL SCIENCE
DEPARTMENT OF POLITICAL AND ADMINISTRATIVE STUDIES
BACHELOR OF ARTS IN SOCIAL SCIENCE YEAR II
FINAL EXAMINATION DECEMBER 2010

TITLE OF PAPER	:ORGANISATION AND BEHAVIOUR	THEORY
COURSE CODE	: PA 204	
TIME ALLOWED	: THREE (3) HOURS	
INSTRUCTIONS	: ANSWER ANY FOUR (4) QUESTIONS	

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

QUESTIONS

1. By discussing the fundamental principles of each, distinguish between the Classical School of thought and the Human Relations School of thought. (25 Marks)
2. The “Modern” Structural School of organisation theory is one of the schools of thought that attempt to explain the structure of organisations. Discuss any one theory within this school of thought that you are familiar with. (25 Marks)
3. It has been argued that the environment/context within which organisations in Africa exist is unique and different compared to that of the Western world. Discuss any three environmental elements that constrain the African organisations. (25 Marks)
4. Discuss any three of the following personality traits that help in explaining and predicting the behaviour of employees in organisations:
 - (a) Agreeableness
 - (b) Conscientiousness
 - (c) Openness
 - (d) Locus of control (25 Marks)
5. Discuss any two of the following aspects that define the relationship between individuals and organisations:
 - (a) Psychological contract
 - (b) Person-job fit
 - (c) Nature of individual differences (25 Marks)
6. Define the term ‘Group,’ as used in organisational behaviour, and distinguish between formal and informal groups. (25 Marks)
7. Explain why informal groups emerge in the workplace and discuss how management can cope with such groups. (25 Marks)
8. Explain the four common political behaviours in organisations and discuss how they can be managed. (25 Marks)