

**UNIVERSITY OF SWAZILAND
FACULTY OF SOCIAL SCIENCE
DEPARTMENT OF POLITICAL AND ADMINISTRATIVE STUDIES
BACHELOR OF ARTS IN SOCIAL SCIENCE YEAR II
FINAL EXAMINATION 2013**

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. Define the term 'organisation' and examine the reasons for studying organisations in modern society. (25 Marks)
2. Henri Fayol argued that all types of organisations can be managed by his set of 'universal principles of management'. Discuss any six (6) principles of management advanced by this scholar. (25 Marks)
3. Discuss the fundamental principles of the Human Relations school of thought. (25 Marks)
4. 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 elements of the environment/context and show how they affect African organisations. (25 Marks)
5. Discuss the following threats to group effectiveness that managers need to be aware of in the workplace and how they can address them:
 - a) Group-think
 - b) Social loafing. (25 Marks)
6. Distinguish between the three major approaches to the study of leadership, i.e. traits approach, situational approach and functional approach. (25 Marks)
7. There are three major elements that need to be studied if one needs to understand the relationship between an organisation and its members. Discuss any two of the following elements:
 - a) Psychological contract
 - b) Person-job fit
 - c) Nature of individual differences. (25 Marks)
8. There are five major types of political behaviour that members of an organisation generally practise. Discuss these types and how they can best be managed. (25 Marks)