



NATIONAL OPEN UNIVERSITY OF NIGERIA

Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja

FACULTY OF MANAGEMENT SCIENCES

2020_1 EXAMINATION

COURSE CODE: MBA829

COURSE TITLE: ORGANIZATIONAL CHANGE AND DEVELOPMENT

CREDIT UNIT: 3

INSTRUCTION:

1. Indicate your Matriculation Number clearly
2. Attempt question one (1) and any other three (3) questions; four questions in all
3. Question one (1) is compulsory and carries 25 marks, while the other questions carry 15 marks each.
4. Present all your points in a coherent and orderly Manner

TIME ALLOWED: 2½ Hours

1. (a) Explain any Five (5) Assumptions under Theory Y by McGregor. **5 Marks**
1. (b) Discuss the Stages of Employees during major organizational changes. **15 Marks**
1. (c) Briefly discuss Four (4) Types of Leadership Strategies with examples. **5 Marks**

2. (a) Explain any Two (2) Behavioural Model. **5Marks**
2. (b) Explain Five (5) Characteristics of Good Leadership. **10 Marks**

3. (a) Explain any Two (2) Types of Sacred Cows in an organisation. **5 Marks**
3. (b) As a leader cultivates certain behaviour, he can improve the interpersonal relationships with his followers. Discuss. **10 Marks**

4. (a) Discuss the Five (5) Types of Leadership through Power. **5 Marks**
4. (b) Analyze the factors that influence Acceptance of Change with illustration. **10 Marks**

5. (a) Explain any Two (2) of the most important elements that might influence a manager's style. **5 Marks**
5. (b) Discuss the factors that determined when employees should be involved in decision taking. **10 Marks**

6. (a) What are the Managerial Process? **3 Marks**
6. (b) As guidelines for research and clarification of concepts, Likert has postulated Four (4) systems of management, Explain these. **12 Markss**