

**UNIVERSITY OF SWAZILAND
FACULTY OF SOCIAL SCIENCE
DEPARTMENT OF POLITICAL AND ADMINISTRATIVE STUDIES
BACHELOR OF ARTS IN SOCIAL SCIENCE YEAR II
FINAL EXAMINATION 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. Distinguish between 'organisation theory' and 'organisation behaviour'. (25 Marks)
2. Henri Fayol argued that all types of organisations can be managed by his set of 'universal principles of management'. Discuss any five (5) principles of management advanced by the scholar. (25 Marks)
3. The Human Relations School of Thought marked a fundamental transition from the Scientific Management School of Thought it replaced. Discuss. (25 Marks)
4. Groups that maintain more-or-less the same membership over long periods of time tend to develop what Janis Irving defined as 'groupthink'. Define groupthink and discuss any three symptoms of this 'syndrome'. (25 Marks)
5. 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 that constrain the African organisations. (25 Marks)
6. Explain the concept of 'power' and discuss the five types of power common in organisations. (25 Marks)
7. Groups are an integral part of organisations. Define a 'group' and distinguish between the three types of groups common to organisations. (25 Marks)
8. Griffin R. (2008) argues that "Personality traits represent one of the most fundamental sets of individual differences in organisations." Define 'personality traits' and discuss the 'big five' personality traits as observed by the author. (25 Marks)