

UNIVERSITY OF SWAZILAND
FACULTY OF SOCIAL SCIENCE
BACHELOR OF ARTS (SOCIAL SCIENCE) YEAR 2

FINAL EXAMINATION PAPER: MAY, 2017

**TITLE OF PAPER: ORGANISATIONAL THEORY AND
BEHAVIOUR 11**

COURSE CODE: PAD 202

TIME ALLOWED: THREE (3) HOURS

INSTRUCTIONS: 1. ANSWER FOUR (4) QUESTIONS:

**2. ALL QUESTIONS CARRY EQUAL MARKS
OF TWENTY FIVE (25) EACH**

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

1. To understand how individuals behave in organisations it is important to interrogate the relationship between the organisation and the individuals. Discuss these three elements that help us to understand how individuals behave in organizations: the psychological contract, the person-job fit and the nature of individual differences.

(25 Marks)

2. Discuss the “Big Five” personality traits that affect the perceptions and attitudes of individuals towards the organisation.

(25 Marks)

3. For any aggregation of individuals to qualify as a group, there are conditions that must be satisfied.

- What are these conditions and

- What distinguishes formal groups from informal groups?

(25 Marks)

5. Discuss the main factors that affect the cohesion, behaviour and effectiveness of groups.

(25 Marks)

6. Discuss the following major threats to group effectiveness that managers need to be careful of:

- The Asch effect
- Groupthink and
- Social loafing

(25 Marks)

7. Discuss the factors that may be attributed to the formation of informal groups. What are the characteristics of informal groups?

(25 marks)

8. Define the concept of leadership in organizations. What are the different approaches to study the subject of leadership?

(25 marks)

There are traits or characteristics that have been accepted as necessary for leadership and they can be learned. Discuss these.

(25 Marks)