

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

**SUPPLEMENTARY EXAMINATION PAPER: JULY, 2018**

**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. Discuss the following elements that define the relationship between the organisation and the individuals:

- Psychological contract,
- the person-job fit and
- the nature of individual differences.

(25 marks)

2. What are the five fundamental personality traits that are especially relevant to organisations and they are sometimes referred to as the “Big Five” personality traits.

(25 marks)

3. People in organisations may form different attitudes about almost anything in the organisation. The most important work-related attitudes include job satisfaction and organisational commitment Explain.

(25 marks)

4. Formal groups go through a predictable maturation process with identifiable stages. Although there is no neat agreement between scholars about the number of the stages there are six stages of the process. Discuss.

(25 Marks)

5. Discuss the three major threats to group effectiveness that managers need to be careful of?

(25 marks)

6. Compare and contrast the distinguishing features of formal and informal groups.

(25 marks)

7. The qualities / traits approach to leadership is one of the old approaches and it assumed that leaders were born and they had certain inherent characteristics. What are the limitations of this theory? Discuss some of the characteristics that have been accepted as necessary for leadership.

(25 marks)

8. What are the five (5) basic types of power. Discuss these and give examples.

(25 marks)