



KIBABII UNIVERSITY

**UNIVERSITY EXAMINATION
ACADEMIC YEAR 2020/2021**

FIRST YEAR SECOND SEMESTER REGULAR EXAMINATION

**DOCTOR OF PHILOSOPHY IN EDUCATIONAL PLANNING AND
MANAGEMENT/MANAGEMENT AND POLICY STUDIES**

COURSE CODE: EPM 915E

COURSE TITLE: ORGANIZATIONAL THEORY

DATE: 6th OCTOBER, 2021 TIME: 2.00-5.00PM DURATION: 3HOURS

INSTRUCTIONS TO CANDIDATES

Answer Question One (compulsory) and Any other TWO (2) Questions

KIBU observes ZERO tolerance to examination cheating

This Paper Consists of 2 Printed Pages. Please Turn Over. ➔

1. (a) Briefly explain the following concepts of organization

i) Static organization (1 mark)

ii) Dynamic organization (1 mark)

iii) Theory (3 marks)

(b) Outline Henry Fayol's five functions of management (5 marks)

(c) Give any five merits of the Systems Approach to organizational management (5 marks)

(d) Explain any five factors that can motivate employees at work place (5 marks)

(e) State Maslow's Hierarchy of needs and explain ways in which an organization can ensure workers achieve every need (10 marks)

2. Discuss ways in which newly employed staff can be motivated (15 marks)

3. (a) Identify Five limitations of classical Theories of organizational management (10 marks)

(b) Outline any Five factors that can demotivate employees at work place (5 marks)

4. Describe the school as a social system (15 marks)