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KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS

2021/2022 ACADEMIC YEAR THIRD YEAR SECOND SEMESTER MAIN EXAMINATION

FOR THE DEGREE OF BACHELOR OF COMMERCE

COURSE CODE: BCH 361

COURSE TITLE: CULTURE AND MANAGEMENT

DATE: 25/05/2022 TIME: 9.00AM – 11.00AM

INSTRUCTION TO CANDIDATES

- 1) The paper contains **FIVE** questions
- 2) Attempt **THREE** questions
- 3) Question **ONE** is Compulsory

TIME: 2 Hours

KIBU observes ZERO tolerance to examination cheating

QUESTION ONE

- a) Organization culture refers to a system of shared meaning held by members that distinguishes the organization from other organizations. Discuss the Characteristics of Organization Culture. (10 marks)
- b) As a human resource officer describe on the ways you will use in creating an ethical organization culture (10 marks)
- c) Describe the main types of Organisational Cultures found in various organizations (10 marks)

QUESTION TWO

- a) Explain the principles that demonstrate how an ethical culture can be created by manager (10 marks)
- b) "Employees of an organisation learn culture in various ways".Discuss (10 marks)

QUESTION THREE

- a) "When the diversity in organisation is high ,employees develop shared identity in the organisational culture keeping aside their national culture unlike organisation with moderate diversity ".Discuss (10 marks)
- b) Culture helps in development of organizational commitment and consistency of employee's behaviour; this provides benefits to an organization. Describe the major drawback of culture (10 marks)

QUESTION FOUR

- a) Discuss the dimensions of an organization's culture (10 marks)
- b) Explain the characteristics of innovative culture (10 marks)

QUESTION FIVE

- a) Elaborate on the relationship between culture and strategy in an organization (10 marks)
- b) Today's workforce is made up of a very diverse population of individuals from every part of the world, which creates dynamic multiracial and multicultural organizations.Discuss the importance of cultural diversity (10 marks)