

KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS

**2021/2022 ACADEMIC YEAR
THIRD YEAR SECOND SEMESTER
SPECIAL/ SUPPLEMENTARY EXAMINATION**

**FOR THE DEGREE OF BACHELOR OF COMMERCE
COURSE CODE: BCO 322
COURSE TITLE: ORGANIZATIONAL THEORY**

DATE: 20/7/2022

TIME: 8.00AM – 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) Explain the ways that organizations use to discourage destructive informal activities?
(10marks)

b) In order to build an effective bureaucracy, certain professional qualities must be observed critically examine this qualities
(10marks)

c) The administrative theory emphasizes coordination in trying to bring about harmony in organization Robert a. Gordon, in his book, "Business Leadership in the large corporation" 1961,
Analyze what is involved in coordination as decision making process (10 marks)

QUESTION TWO

a) Highlight the reasons why bureaucracy emphasizes the separation of functions, power and authority between the offices of a department.
(10marks)

b) Henri Fayol, in book, "General and Industrial Management" 1949, outlined the central elements in the principles of management according to the administrative theory
Discuss any FIVE of these Principles (10marks)

QUESTION THREE

a) Discuss the main disadvantages of using committees
(10 marks)

b) Taylor believed that functional specialist should do planning and other managerial functions that were formerly done by workmen. According to him the management of work should be separated from its execution. In the case of a production shop or departments, Taylor suggested 8 functional foremen as follow: Discuss any FIVE of these functions
(10 marks)

QUESTION FOUR

a) Emerson took a slightly different approach in his analysis of work performance. He emphasized the "great productivity of correct organization". Discuss any FIVE principles of efficiency (10marks)

b) Highlight the features of scientific management school of thought that make it distinctly different from other classical schools of thought. (10marks)

QUESTION FIVE

a) Explain the main ways in which the neoclassical theory differed from the classical theory of organization. (10marks)

b) Discuss any FIVE Characteristics of the Modern theory (10marks)