

KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS

**2022/2023 ACADEMIC YEAR
FOURTH YEAR FIRST SEMESTER
MAIN EXAMINATION**

FOR THE DEGREE OF BACHELOR OF COMMERCE

COURSE CODE: BCO 439

COURSE TITLE: GENDER ISSUES IN MANAGEMENT

DATE: 19 DEC 2022

TIME: 9:00-11:00 AM

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

Unconscious gender bias can exist in both individuals and organizations:

- a) What are some of the steps that an organization can take to prevent this kind of bias?
(5 marks)
- b) What are the levels of labor participation for both men and women at the workplace in your community? Is there any difference?
(15 marks)
- c) State and explain the underlying causes of gender differences in employment patterns
(10 marks)

QUESTION TWO

Companies with more women in executive management have been shown to financially outperform companies that have no women in senior roles.

- a) With evidence, argue out this statement.
(12 marks)
- b) Identify aspects in which gender disparity is noticeable at the executive level in management
(8 marks)

QUESTION THREE

The notion that gender equality is “western”, ignores the ideals and activities of the women’s movement and commitments to gender equalities.

In your own words, do you think western values are being imposed in terms of gender equality?
(20 marks)

QUESTION FOUR

- a) Briefly explain the difference between the following terms:
(20 marks)
 - i) Gender and sex
 - ii) Gender sensitivity and gender awareness
 - iii) Transsexual and Transgender
 - iv) Gender Equality and gender equity

QUESTION FIVE

For a better management of the organization, managers must be able to adapt to the emerging new challenges:

i) Explain FIVE of these emerging issues

(10 marks)

ii) Discuss how organizations can mitigate these challenges

(10 marks)