



KIBABII UNIVERSITY

**UNIVERSITY EXAMINATION
ACADEMIC YEAR 2022/2023**

FIRST YEAR SECOND SEMESTER REGULAR EXAMINATION

**PHD IN EDUCATIONAL MANAGEMENT AND POLICY STUDIES / EDUCATIONAL
PLANNING AND MANAGEMENT**

COURSE CODE: EPM 910 E

COURSE TITLE: ORGANIZATION THEORY

DATE: 3/02/2023

TIME: DURATION: 9.00AM - 12.00PM

INSTRUCTIONS TO CANDIDATES

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

KIBU observes ZERO tolerance to examination cheating
This Paper Consists of 3 Printed Pages. Please Turn Over. ➡

QUESTION ONE

- a) Briefly explain the following concepts as used in organization
 - (i) Theory (3marks)
 - (ii) Static organization (1 mark)
 - (iii) Dynamic organization (1mark)
- b) State Five advantages of the Systems Approach to organizational management (5 marks)
- c) Give any Five factors that can Motivate employees at work place (5 marks)
- d) State the five levels of Maslow's Hierarchy of needs and explain ways in which an organization can ensure Workers achieve every need (10 marks)
- e) Identify the Five functions of management according to Henry Fayol (5marks)

QUESTION TWO

- a) Describe the five characteristics that qualify the school as a social system (10 marks)
- b) State any five qualities of a good leader in an organization (5 marks)

QUESTION THREE

- a) As a school Principal, Discuss Five ways in which you can motivate your staff (10 marks)
- b) Henry Fayol suggested fourteen principles of management for organizations. Give any Five of them (5 marks)

QUESTION FOUR.

- (a) Explain five demerits of classical Theories of organizational management (10 marks)
- (b) Outline five factors that can demotivate employees at work place (5 marks)