



**EMBU UNIVERSITY COLLEGE**  
**(A CONSTITUENT COLLEGE OF THE UNIVERSITY OF NAIROBI)**

**TRIMESTER EXAMINATIONS 2013/2014**

**SECOND YEAR EXAMINATION FOR THE DEGREE OF BACHELOR OF SCIENCE**  
**IN AGRIBUSINESS MANAGEMENT**

**AEB 206: ORGANIZATIONAL THEORY**

**DATE: AUGUST 11, 2014**

**TIME: 8.30 – 10.30AM**

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**INSTRUCTIONS:**

**Answer Question ONE and ANY Other TWO Questions.**

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**QUESTION ONE**

- a) Define the following terms as used in organizational theory.
- i.) Span of control (2 marks)
  - ii.) Organization (2 marks)
  - iii.) Formalization (2 marks)
  - iv.) Power (2 marks)
  - v.) Organizational conflict (2 marks)
- b) Give the key principles of successful change management. (5 marks)
- c) Outline the contingencies under which power is generated in organizations. (4 marks)

- d) Explain the distinguishing features of organizations. (6 marks)
- e) What is the contribution of classical theory to organizational management? (6 marks)

### **QUESTION TWO**

- a) Explain the common influential tactics in organizations. (12 marks)
- b) Explain the merits and demerits of the functional type of organizational structure. (8 marks)

### **QUESTION THREE**

- a) What is group think? (2 marks)
- b) Explain the various characteristics of group think. (8 marks)
- c) Explain the main sources of power in agribusiness organizations. (10 marks)

### **QUESTION FOUR**

- a) “The main pressure for change emanates externally among organizations”. Explain the role of external change agents. (8 marks)
- b) Discuss the various ways of overcoming resistance to change in an organization (12 marks)

### **QUESTION FIVE**

- a) Max Weber’s bureaucratic approach to organizational theory is considered rigid, impersonal, self-perpetuating and empire building. Explain. (10 marks)
- b) What are the advantages and disadvantages of committees in decision making? (10 marks)

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