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MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS**

**2016/2017 ACADEMIC YEAR**

**FOURTH YEAR FIRST SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS**

**BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT**

**COURSE CODE: BHR 400**

**COURSE TITLE: LEADERSHIP AND MANAGEMENT**

**DATE: 28TH APRIL 2017 TIME: 8.30AM-10.30AM**

**INSTRUCTIONS TO CANDIDATES**

* ***Answer question ONE (compulsory) and any other THREE***
* ***Question one carries 25 marks***
* ***All other questions carry 15 marks***

*This paper consists of 3 printed pages. Please turn over*

**QUESTION ONE**

Leadership and management are critical ingredients for any organizational success in whatever business endeavors the institution seeks to achieve in whatever industry they operate in. In the recent past, your company has been going through critical challenges that require urgent attention if the company is to get back on proper track. You are privileged to be part of the team charged with the responsibility of getting the company back on its track.

a) Highlight the main differences between leadership and Management

**(5 marks)**

b) Describe the leadership theories that are commonly applied in the study **(10 marks)**

c) Explain five Leadership Styles that you are familiar with **(10 marks)**

**QUESTION TWO**

a) Management has been defined as the process of getting the job done through other people. Discuss the main theories that have been put forth by scholars of management **(10 marks)**

b) With relevant illustrations, explain the basic functions of management **(5 marks)**

**QUESTION THREE**

a) In advancing the General Administrative theory of management, Henri Fayol focused on principles that are common to all managers. Briefly enumerate these principles **(15 marks)**

**QUESTION FOUR**

a) Decision making plays a critical role in the success of business enterprises. You have been privileged to be in a position to assist in making some decisions to solve a problem for your company. Highlight the steps you would go through to accomplish the task at hand **(6 marks)**

b) Explain how different types of decisions would be helpful to the management of a company **(9 marks)**

**QUESTION FIVE**

a) In any organizational set up, team work is an important ingredient for proper coordination of activities. Identify and briefly explains the key Personality Types that make a well-rounded team **(7 marks)**

b) Motivation is the advancement of incentives to workers in an organizational set up with the intent of improving performance. Using Marlow’s Hierarchy of Needs, explain the various levels of human needs that managers in an organization need to be aware of and how this awareness would help improve their organizational performance **(8 marks)**