

**W1-2-60-1-6**

**JOMO KENYATTA UNIVERSITY**

**OF**

**AGRICULTURE AND TECHNOLOGY**

**UNIVERSITY EXAMINATIONS 2014/2015**

**YEAR 2 SEMESTER II EXAMINATION FOR THE DEGREE OF BACHELOR OF SCIENCE IN AMED/AFIM**

**AFI 2205: ORGANIZATION BEHAVIOUR**

**DATE: APRIL 2015 TIME: 2 HOURS**

**SECTION A (60 MARKS): ANSWER ALL QUESTIONS**

1. What is your understanding of the term Organization behavior? (2marks)
2. Discuss some of the main goals of Organization Behavior. (10marks)
3. Discuss the elements that affect organizational behavior. (10marks)
4. How has psychology:
5. Contributed to the rigour of organization behavior?
6. Made organization behavior more consistent and systematic in its approach? (10marks)
7. Discuss the similarities and differences between Punctuated-Equilibrium Model of group development and the Five-Stage Model of group development. (20marks)
8. Using examples, differentiate between the mechanistic and organic models of organizational design. (8marks)

**SECTION B: ANSWER ANY TWO QUESTIONS (40 MARKS)**

1. Workforce diversity has become a major issue for organizational function and goal achievement in a variety of settings. Using examples and your own experience, describe personality under the five-factor model. (20marks)
2. Think of a time when you were motivated by an external reward, and a time when you were motivated by an internal reward. Present the specific circumstances and describe the rewards. Apply Theory X and theory Y to the two situations that you described. (20marks)
3. Part of the metamorphosis stage is a series of alternatives designed to bring about desired socialization. The more managers rely on certain options, the greater the likelihood that newcomer’s differences and perspectives will be changed and replaced by standard and predictable behaviors. With examples, describe the five entry socialization options that contribute to this change. (20marks)