



NATIONAL OPEN UNIVERSITY OF NIGERIA
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja
FACULTY OF MANAGEMENT SCIENCES
2021_1 EXAMINATION

COURSE CODE: MBA 829

COURSE TITLE: ORGANIZATIONAL CHANGE AND DEVELOPMENT

CREDIT UNIT: 3

INSTRUCTION: 1. Indicate your Matriculation Number clearly

- 2. Attempt question one (1) and any other three (3) questions; four questions in all**
- 3. Question one (1) is compulsory and carries 25 marks, while the other questions carry 15 marks each.**
- 4. Present all your points in a coherent and orderly manner**

TIME ALLOWED: 2½ Hours

QUESTIONS

1a. Differentiate between person-oriented and task-oriented leadership styles. 14 marks

b. What are the characteristics of a Tactical leadership style in a climate of disorganization and an Affiliation leadership style in a climate of anxiety? 11 marks

2. Discuss the leader behaviour for the four classifications of follower readiness to perform by Hersey and Blanchard. 15 marks

3. What are the differences between men and female leadership practices? 15 marks

4. Describe the four systems of management by Likert. 15 marks

5. Discuss why transformational leadership is considered the most effective form of leadership. 15 marks