



**NATIONAL OPEN UNIVERSITY OF NIGERIA**  
Plot 91, Cadastral Zone, NnamdiAzikiwe Express Way, Jabi - Abuja  
**FACULTY OF MANAGEMENT SCIENCES**  
**2021\_1EXAMINATION ....**

**COURSE CODE: MBA 831**

**COURSE TITLE: MANAGEMENT THEORY**

**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: 2½Hours**

1. You have been invited as a management consultant to give a talk on the topic 'Employee motivation' in the post Corona virus era.

Required:

- I. Explain in simple terms the concept of 'motivation' and by extension 'Employee motivation' **(4marks)**.  
Why are managers interested in employees' motivation? **(2 marks)**
  - II. Describe the link between 'motive' and 'Motivation', **(3 marks)**
  - III. Discuss Maslow's hierarchy of needs theory of motivation **(16marks)**
2. Write explanatory notes on the following:
    - a. Complex man **(5 marks)**
    - b. Rational-economic man **(5 marks)**
    - c. Social man **(5 marks)**
    - d.
  3. Distinguish between Job enrichment and enlargement **(5 marks)**
    - b. Briefly discuss four motivational factors to be considered in job enrichment **(10 marks)**
  4. Write explanatory notes on the following approaches to organizational study:
    - a. Social system school **(3 marks)**
    - b. Empirical school **(3 marks)**
    - c. Decision theory school **(3marks)**
    - d. Quantitative school **(3 marks)**
    - e. Management process **(3 marks)**.

5 (i) Define the term 'culture' **(4 marks)**

(ii) Identify the three ways in which culture interacts with business **(3marks)**

(iii) With the aid of Hotsfede model explain how culture defines organizations **(8 marks)**

6. 'Most Nigerians are perceived as having poor attitude to work'. Discuss any five factors responsible for this **(15 marks)**.