



NATIONAL OPEN UNIVERSITY OF NIGERIA
Plot 91, Cadastral Zone, NnamdiAzikiwe Express Way, Jabi - Abuja
FACULTY OF MANAGEMENT SCIENCES
Month EXAMINATION 2018

COURSE CODE: BUS 831

COURSE TITLE: ORGANIZATIONAL BEHAVIOR AND 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(a). Discuss the concept 'organization' and its principles as conceived by Henri Fayol. (9 marks)

(b). Modern Organizations are viewed as a 'System' Discuss. (8marks)

(c). Explain these terms: (2marks each=8)

i. PowerDistance, ii. Individualism, iii. UncertaintyAvoidance, iv. Masculinity.

2. (a) The concept of organization can be seen in various perspectives- mention and explain them?. (8 marks)

(b) Show your agreement with Lawler et al (1972) on the issue of job satisfaction, pointing the factors that enhance job satisfaction? (7 marks).

3. (a) Write short note on these: Job Design, Humanized Job and job Enrichment. (9 marks).

(b). What are the Implications of Job Enrichment and the factors to be considered in its application? . (6marks).

4 (a). Douglas McGregor identified two different viewpoints about people at work.

Discuss (8marks)

(b) What are the barriers to motivation and its remedies ? (7marks)

5. (a) Examine the importance of Human Relations to workers' productivity - highlighting its principles? (8 marks).

(b). Mention and explain the various types of work group found in organisations? (7 marks).

6. (a) Mention the major contributors of the ' Needs Motivation Theory' and explain one of their views? (8marks).

(b). What are the assumptions of the nature of man ? (7marks).