



**NATIONAL OPEN UNIVERSITY OF NIGERIA**  
**PLOT 91, CADASTRAL ZONE NNAMDI AZIKWE EXPRESS WAY JABI-ABUJA**  
**FACULTY OF MANAGEMENT SCIENCES**  
**2023\_1 POP EXAMINATION.**

**COURSE CODE: MBA 829**

**CREDIT UNITS: 3**

**COURSE TITLE: ORGANISATIONAL CHANGE AND DEVELOPMENT**

**TIME ALLOWED: 2 ½ hours**

- Instructions:**
- 1. Attempt question Number one (1) and any other three (3) questions**
  - 2. Question number 1 is compulsory and carries 25 marks while the other questions carry 15 marks each.**
  - 3. Present all your points in coherent and orderly manner.**

**QUESTION ONE**

- a. Outline the relationship between personal characteristics and leadership performance. (10 marks)**
- b. How can you explain leadership to a non-scholar? (5 marks)**
- c. Outline the four leadership strategies for becoming an effective leader. (10 marks)**

**QUESTION TWO**

- a. Explain briefly the characteristics associated with leadership. (9 marks)**
- b. Critically examine how changes can be carried out without problems in an organization. (6 marks)**

**QUESTION THREE**

- a. Outline three main leadership skills. Which have you seen leaders use and how? (9 marks)**
- b. Compare male and female leadership styles in organisations. (6 marks)**

**QUESTION FOUR**

- a. Explain transformational Leadership. What are the guidelines for transformational leadership? (7 marks)**
- b. Outline how a leader with vision transform an organization. How do transformational leaders change their organization towards the path of success? (8 marks)**

**QUESTION FIVE**

- a. Explain briefly the approaches to leadership through persuasion. (9 marks)**
- b. Outline the role of the type of message presented on persuasion. (6 marks)**

**QUESTION SIX**

- a. Discuss four factors that determine when employees should be involved in decision making. (9 marks)**
- b. Outline the factors that determine whether organizations will empower their employees or not. How can you go about deciding whether an organization has met the criteria? (6 marks)**