



**NATIONAL OPEN UNIVERSITY OF NIGERIA**  
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja  
**FACULTY OF MANAGEMENT SCIENCES**  
**DEPARTMENT OF BUSINESS ADMINISTRATION**  
**2024\_2 EXAMINATION**

**COURSE CODE: MBA823**

**COURSE TITLE: ORGANISATIONAL DESIGN**

**CREDIT UNIT(S): 3 Credit Units**

**INSTRUCTIONS: 1. Indicate your Matriculation Number clearly**

**2. Answer question one (1) 25Marks and any other three questions 15marks each**

**TIME ALLOWED: 2 1/2 Hours**

1. Organizations do pool people with similar skills for work assignments, resulting in more than one manager; what are the advantages and disadvantages of this type of management? **25mks**
2. Any difference between horizontal and lateral communication? Explain this in line with their relationships with vertical and diagonal communication process. **15mks**
3. What purpose is the organizational chart meant to serve in the organizations in line with factors to put into consideration when designing one. **15mks**
4. Who are the proponents of attitudinal and contingency leadership theories and the assumptions and the supporters of these theories? **15mks**
5. Explain the concept of 'resistance to change' and the different sources from which resistance can spring up and how to address them. **15mks**