



NATIONAL OPEN UNIVERSITY OF NIGERIA

Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way Jabi, Abuja

FACULTY OF MANAGEMENT SCIENCES

2025_2 EXAMINATIONS

COURSE CODE: BUS424

COURSE TITLE: Organizational Theory

COURSE UNIT: 2

INSTRUCTION:

1. Indicate your Matriculation Number clearly.
2. Attempt Question One (1) and any other Two (2) Questions in all.
3. Question (1) is compulsory and carries 30 marks, while the other questions carry 20 marks each.
4. Present all your points in coherent and orderly manner.

TIME ALLOWED: 2 Hours

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| 1a. Clarify the functions of theory in the analysis of organizations. | 10 Mks |
| 1b. Espouse the principal characteristics of classical-mechanistic organizations. | 10 Mks |
| 1c. Discuss the criticisms against the human resources approach. | 10 Mks |
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| 2. Clarify five (5) causes of conflict among people in organizations | 20 Mks |
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| 3a. Explain the term organizational change. | 5 Mks |
| 3b. Discuss the objectives of and the approaches to organizational change | 15 Mks |
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| 4a. Explain in detail the environmental or task contingency theory of management. | 5 marks |
| 4b. What contributions have contingency theorists made to the study and management of organization. | 15 Mks |