



NATIONAL OPEN UNIVERSITY OF NIGERIA
91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi-Abuja
FACULTY OF MANAGEMENT SCIENCES
2025_1 EXAMINATION

Course Code: BUS831

Course Title: ORGANISATIONAL THEORY AND BEHAVIOUR

Credit Unit: 2

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

Time Allowed: 2 Hours

1a. Explain Talcott Parsons's typology of an organization. **(10marks)**

1b. Fredrick Winslow Taylor is considered the father of scientific management: Discuss? **(10marks)**

1c. What are the underlying assumptions of the modern structural organizational theory? **(10marks)**

2a. Mention and explain "The Big Five Personality Model" **(10marks)**

2b. Show your understanding of these two Personality Traits: Machiavellianism and Self-Monitoring **(10marks)**

3a Explain these Contemporary Theories of Motivation:

- i. Self-Determination Theory
- ii. Equity Theory/Organization Justice **(10marks)**

3b. Define communication and various barriers to effective communication **(10marks)**

4a Briefly write on these Leadership theories **(10marks)**

- i. Trait Theories
- ii. Contingency Theories
- iii. The Fiedler Model.
- iv. Behavioral Theories

4b. Explain the concept of Organizational structure and its elements **(10marks)**