



**NATIONAL OPEN UNIVERSITY OF NIGERIA**  
**PLOT 91, CADASTRAL ZONE NNAMDI AZIKWE EXPRESS WAY JABI-ABUJA**  
**FACULTY OF MANAGEMENT SCIENCES**  
**2025\_2 EXAMINATIONS.**

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**COURSE CODE: MBA829**

**CREDIT UNITS: 3**

**COURSE TITLE: ORGANISATIONAL CHANGE AND DEVELOPMENT**

**TIME ALLOWED : 3 hours**

**Instructions: 1. Attempt question Number one (1) and any other three (3) questions**

**2. Question number 1 is compulsory and carries 15 marks while the Other questions carry 15 marks each.**

**3. Present all your points in coherent and orderly manner.**

**QUESTION ONE**

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

**QUESTION TWO**

- a. Identify and discuss the three (3) main leadership skills. Which have you seen leaders use and how? **(9 marks)**
- b. Females are most effective than males in leadership positions. Discuss. **(6 marks)**

**QUESTION THREE**

- a. Enumerate the factors involved in ensuring successful changes in an organization. Discuss any four. **(8 marks)**
- b. Explain organizational culture. Give an example on how culture can influence behaviours in an organisation of your choice. **(7 marks)**

**QUESTION FOUR**

- a. State concisely the two assumptions or theories about human nature. Which of the theories should be encouraged over the other? **(8 marks)**
- b. What are the managerial implications of theories X and Y. **(7 marks)**

**QUESTION FIVE**

- a. Explain your understanding of the concept leadership. **(6 marks)**
- b. Discuss the traits and characteristics in leader's emergence in organisations. **(9 marks)**

**QUESTION SIX**

- a. **Outline concisely the characteristics of an unsuccessful leader (6 marks)**
- b. Discuss briefly the leader needs for power, achievement, and affiliation. How can it be measured? . **(9 marks)**