



NATIONAL OPEN UNIVERSITY OF NIGERIA
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja
FACULTY OF MANAGEMENT SCIENCES
2025_2 EXAMINATIONS

COURSE CODE: MBA831

COURSE TITLE: Organization Behaviour and Theory

CREDIT UNIT: 3

INSTRUCTION: 1. Indicate your Matriculation Number clearly

2. Attempt question one (1) and any other three (3) questions; four questions in all

3. Question one (1) is compulsory and carries 25 marks, while the other questions carry 15 marks each.

4. Present all your points in a coherent and orderly Manner

TIME ALLOWED: 2½ Hours

Question One

Organization study is carried out from different perspectives. They include behaviour school, empirical school, decision theory, quantitative and management school. Discuss. **25 Marks**

Question Two

A correlation exist between job satisfaction and other variables in the organization. The variables are turnover and absenteeism, age, occupation and community condition. Discuss.

Itemize 4 benefits of job satisfaction

15 Marks

Question Three

State 5 factors that affect people attitudes to work. There are 4 assumptions about the nature of man. Explain any 2 of them.

15 Marks

Question Four

Job enrichment is a tool used by managements to build and maintain motivational factors. State 5 key factors to be considered.

15 Marks

Question Five

Douglas Mc Gregor identified two different viewpoints about people at work. The new points are referred to as theory X and Theory Y. Discuss

15 Marks

Question Six

A group may be seen as the individuals comprising it. Work groups can be seen in 4 major group. Expatiate.

With precision and clarity given 5 each, barriers to motivation and their remedies. **15 Marks**