



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

**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**

Different authorities have tried to give different but related definition. Give 5 different definition of organization and 5 key characteristics. **25 Marks**

**Question Two**

Clearly differentiate between the two fundamental concept of the nature of people from individual differences and the whole person. **15 Marks**

**Question Three**

Explain 5 principles of Taylor as summarized by Villers (1960)

State the 14 principles of management as stressed by Fayol.

**15 Marks**

**Question Four**

Briefly explain the term job design. With precision and clarity, mention 5 perspectives that job design can be tackled. **15 Marks**

**Question Five**

Define Human resource management as given by Beer et al (1984). State 5 principles of human relation you know. **15 Marks**

**Question Six**

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**