



KIBABII UNIVERSITY COLLEGE (KIBUCO)

MAIN CAMPUS

**UNIVERSITY EXAMINATIONS
2014 /2015 ACADEMIC YEAR**

FIRST YEAR FIRST SEMESTER EXAMINATIONS

MAIN EXAMINATION

MASTERS DEGREE

IN

BUSINESS ADMINISTRATION

COURSE CODE: MBA 802

COURSE TITLE: MANAGEMENT PRACTICE

DATE: 9th DECEMBER, 2014

TIME: _____

INSTRUCTIONS TO CANDIDATES:

Answer Question ONE and any other Two Questions

TIME: 2 Hours

QUESTION ONE (COMPULSORY)

Read the case study below and answer questions that follow (see attached Case Study)

CASE: THEORY AND POLICY ENCOUNTER POWER AND MOTIVATION AT CONSOLIDATED AUTOMBOLE

- a) What is the primary problem in this case study? (2 marks)
- b) How would each of the approaches to management analyze the case? (8 marks)
- c) How would the plant manager restore production on the assembly line? Explain (8 marks)
- d) What policy if any, should be developed to prevent future production interruptions? Briefly explain the choice of the policy (4 marks)
- e) If there is an underlying struggle for power in this situation, precisely where does it lie? Explain (8 marks)

QUESTION TWO

- a) In studying management discipline, we generally refer to management as a process. Explain the relevance of management process to the Human Resource Manager of Mumias Sugar Company Limited who has doubted its significant role in the organization (12 marks).
- b) For many years the management process has been divided into principles, sometimes called functions. Some sources will state that there are five principles and others will say there are four. Explain the FOUR of these principles showing clearly the relevance of these principles to the management of an organization (8 marks)

QUESTION THREE

As a Human Resource Management Consultant you have been invited by the Training Manager of WXYZ Company Ltd to give a speech on the major Schools of Management Thought and their relevance to the management of WXYZ Company Ltd. Outline the five key points that should be contained in your speech on each of the following Schools of Management Thought:

- a. Classical Perspective (5 marks)
- b. Administrative Management (5 marks)
- c. Bureaucratic Management (5 marks)
- d. Behavioural Persepective (5 marks)

QUESTION FOUR

- (a) The difference between Management and Administration can be summarized under two categories:- (I) Functions and (II) Usage/Applicability. Briefly give FIVE differences based on each of these two categories between Management and Administration

(10 marks)

- (b) Management principles are statements of fundamental truth. These principles serve as guidelines for decisions and actions of managers. They are derived through observation and analysis of events which managers have to face in practice. Briefly explain any FIVE Principles of Management described by Henri Fayol (10 marks)

QUESTION FIVE

- a) Management likes other practices-whether medicine, music composition, or even accountancy-is an art. It is know-how. Yet managers can work better by using the organized knowledge about management. It is this knowledge that constitutes science. Therefore, based on this statement, explain Management as a **Science** and as an **Art** (10 marks)
- b) Briefly explain any FIVE Principles of Scientific Management as advanced by *Fredrick Winslow Taylor* commonly known as 'Father of Scientific Management' (10 marks)