



KIBABII UNIVERSITY COLLEGE

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Knowledge for Development

UNIVERSITY REGULAR EXAMINATIONS
DEPARTMENT OF BUSINESS MANAGEMENT & ECONOMICS
2013/2014 ACADEMIC YEAR
3RD YEAR, 1ST SEMESTER EXAMINATION

COURSE CODE: BBM 317

COURSE TITLE: ORGANIZATIONAL THEORY

DATE: 12TH AUGUST, 2014

TIME: 9:00A.M.- 12NOON

INSTRUCTIONS

- **Answer question one (1) and any other three (3) questions**

QUESTION 1

Henry Mintzberg identified five (5) successful organizational structures. Discuss each one of them in details citing appropriate examples. (25 marks)

QUESTION 2

Discuss the difference between power and authority and explore the characteristic of power in organizations and how it might be enhanced. (15 marks)

QUESTION 3

If, as Frederick Herzberg claims, money is not an effective motivator, why do so many organizations rely on pay to motivate employees? Explain. (15 marks)

QUESTION 4

Organizational design will allow an organization to improve itself. State and explain the best design choices. (15 marks)

QUESTION 5

Discuss any three (3) approaches that organizations can use to determine effectiveness.

(15 marks)