

ORGANIZATIONAL THEORY AND DESIGN

PAN AFRICA CHRISTIAN UNIVERSITY

BUE 4113: ORGANIZATIONAL THEORY AND DESIGN ONLINE EXAMS

DATE: AUGUST 2020

TIME:

ANSWER QUESTION ONE AND ANY OTHER THREE

QUESTION 1 **COMPULSORY** **(10 MARKS)**

(a) Define the following terms:

(i) Organizational Theory; **(2 Marks)**

(ii) [Organizational Design](#); **(2 Marks)**

(iii) Organizational Structure. **(2 Marks)**

(b) Briefly discuss **FOUR** elements of an organizational structure. **(4 Marks)**

QUESTION 2 **(10 MARKS)**

(a) JKL Limited has transformed from a functional to a matrix structure as part of its change management strategy. Highlight **THREE** advantages of the new structure.

(3 Marks)

(b) Describe the McKinsey's 7S Design Model. **(7 Marks)**

QUESTION 3 **(10 MARKS)**

(a) Highlight **FOUR** ways in which an organization can achieve its growth. **(4 Marks)**

(b) Briefly describe the stages of a company's life cycle. **(6 Marks)**

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QUESTION 4 **(10 MARKS)**

- (a) Outline **FOUR** elements of the Classical Theory in an organization. **(4 Marks)**

- (b) Describe the internal environment of an organization. **(6 Marks)**

QUESTION 5 **(10 MARKS)**

- (a) Differentiate between small and large organizations. **(4 Marks)**

- (b) Discuss **THREE** factors that can affect the relationship between a design and structure of an organization. **(6 Marks)**

QUESTION 6 **(10 MARKS)**

- (a) A company is in the process of reviewing its strategy. Explain **TWO** features that they should take into consideration to make it a good one. **4 Marks)**

- (b) With relevant examples, discuss **TWO** types of organizational goals. **(6 Marks)**

End of Exam