



**PAN AFRICA CHRISTIAN UNIVERSITY  
MASTERS OF ARTS IN LEADERSHIP  
END OF SEMESTER EXAMINATION  
DEPARTMENT  
LEADERSHIP  
COURSE CODE  
MAL 601  
COURSE TITLE  
LEADERSHIP AND CULTURE  
EXAM DATE  
APRIL 2023  
TIME  
Duration  
2 hours**

**INSTRUCTIONS**

- Read all questions carefully.
- ANSWER **Question ONE** and **one** question from **section B (20 Marks)**

**SECTION 1 (Compulsory)**

**QUESTION ONE**

You have been invited into an interview that seeks to promote you from your present job group to the next. Part of the requirement is that the successful candidate should have a wide knowledge and experience of culture as a leadership dynamic. One of the questions is a to demonstrate how you shall use multiple cultural perspectives in solving organizational behavioral problems in your new role. Document your response. (10 marks).

**SECTION 2 (Answer ONLY ONE Question from this section)**

**QUESTION TWO**

The Western, Central, Northern and some parts of Eastern Africa have for a long time been faced with the problem of civil wars and internal tribal strife. Evaluate how culture that is manifested in artefacts and behaviors can be a lasting solution to this problem? (10 Marks)

### **QUESTION THREE**

Favoritism and nepotism in recruitment for new employees are common problems the world over especially in countries that host diverse ethnic and multi-racial groups. Synthesize cross cultural dynamics that provide a fertile ground for tolerance and appreciation of other people who may not necessarily be from the preferred culture but are qualified and experienced to be hired for the job. (10 marks)

### **QUESTION FOUR**

The issues surrounding leadership and culture are a rather fragile lot! Clearly demonstrate how one can develop greater sensitivity to the profound and subtle effects of culture on leadership processes. (10 Marks).