



PAN AFRICA CHRISTIAN UNIVERSITY
SCHOOL OF LEADERSHIP, BUSINESS & TECHNOLOGY
END OF SEMESTER EXAMINATION FOR THE DEGREE OF
BACHELOR OF COMMERCE
MAY-AUGUST 2019 SEMESTER

CAMPUS: ROYSAMBU

DEPARTMENT: BUSINESS STUDIES

COURSE CODE: BCM207

COURSE TITLE: ORGANIZATION THEORY & DESIGN

EXAM DATE: MONDAY 5th AUGUST 2019

DURATION: 2 HOURS

TIME: 9:00AM-11:00AM

INSTRUCTIONS

- Read the instructions and questions carefully before you write the answers.
- Write your **STUDENT NUMBER** in the Answer Booklet given
- *Write clearly and legibly.*
- This exam script consists of **Six (6)** questions.
- Answer **ALL** questions in **SECTION A(compulsory)** and **Any other three (3)** questions from **SECTION B**
- *ALL PAC University's examination rules and regulations apply*

SECTION A (COMPULSORY)

QUESTION 1 (30 MARKS)

- (a) Define the following concepts:
- i. Organizational Theory; (2 Marks)
 - ii. [Organizational Design](#); (2 Marks)
 - iii. Organizational Dynamics. (2 Marks)
- (b) Outline **FOUR** characteristics of an organizational culture. (4 Marks)
- (c) Explain **TWO** basic functions of organizational goals. (4 Marks)
- (d) Discuss **TWO** types of organizational controls. (4 Marks)
- (e) Discuss the internal environment of an organization. (6 Marks)
- (f) Explain **THREE** differences between large and small organizations. (6 Marks)

SECTION B *ANSWER ANY THREE QUESTIONS* (30 MARKS)

QUESTION 2 (10 MARKS)

- (a) Outline **FOUR** aims of an organizational design. (4 Marks)
- (b) With the aid of a diagram, describe the stages in the life cycle of a company. (6 Marks)

QUESTION 3 (10 MARKS)

- (a) Explain **TWO** importance of organizational control to organizational performance. (4 Marks)
- (b) With the aid of a diagram, discuss **TWO** types of organization structures. (6 Marks)

QUESTION 4 (10 MARKS)

- (a) Discuss **TWO** aspects of organizational structure that are affected by the size of an organization. (4 Marks)
- (b) Explain **THREE** fundamental business activities that contribute to an organization's dynamics. (6 Marks)

QUESTION 5 (10 MARKS)

- (a) Explain **TWO** problems created by a misaligned organizational structure. (4 Marks)
- (b) Discuss **THREE** ways in which organizations achieve growth. (6 Marks)

QUESTION 6 (10 MARKS)

- (a) Outline **FOUR** functions that affect organizational dynamics and behavior. (4 Marks)
- (b) Brian is in the process of developing an organizational structure for a firm that he wants to start. Advise him on any **THREE** elements of an organizational structure. (6 Marks)